



General President Presser Assumes the Helm

- Board Elects At Quarterly Meeting
- Reagan Sends Congrats
- Donovan Calls On New President
- Jackie Hits The Trail To See Members

THE PRESIDENT'S MESSAGE

As I assume the responsibility of serving our Union as International General President I want to take this opportunity to tell all of you members and your families how honored I am to serve you and to lead us in a new era in Teamster history.

Let me say at the outset, as I said to the General Executive Board and the press, I will always have the best interests of our members at heart. I intend to run an open, honest administration.

With God's help I undertake this awesome responsibility, and I am confident that I can lead in a progressive new direction for the tough times ahead.

Everything I have learned in over three decades of service to organized labor, I now dedicate to keeping the Teamsters the strongest union in the free world.

It will not always be easy—no great task is. But with your support and the support of the International General Executive Board and each and every Teamster local, Joint Council, Conference and our membership, I am sure together we can rise above all adversity and find a new day for the International Brotherhood of Teamsters.

I am anxious to proceed with your support to lead our Union into the new America of the '80's with new goals,

higher achievements and greater security for all Teamsters.

In the near future I will be announcing programs of development for advanced organizing efforts in new areas of high technology, job training programs, retiree organizations and an International service organization to assist the membership in many areas of their daily lives.

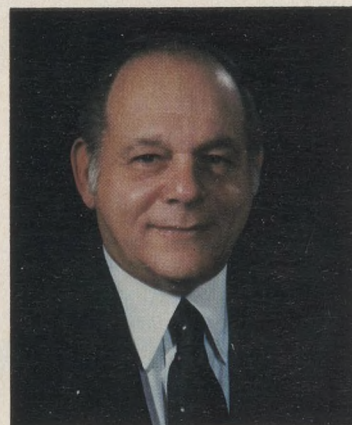
Yesterday is history and in tomorrow lies the future of our great union. It is now time to get on with the business at hand of providing our members with the best representation available in the labor movement. Union leadership in the closing decades of the twentieth century will be faced with new challenges unheard of by our fathers.

The Teamster voice will be heard loud and clear in the direction of this new era of increased technology and advanced scientific achievements. The Teamster voice will be heard loud and clear on the social and economic issues facing our union and our country.

The Teamster voice will be heard loud and clear as together we help lead America into the twenty-first century and a better quality of life for our children. It is our duty to our members, a duty I intend to fulfill.

I am proud to be your Gen-

From the
General
President



Jackie Presser

eral President. In the coming months I hope to meet with as many Teamsters across this land as I can. And I hope with your support that we can together help lead America and the Teamsters into a great new era.

Fraternally,

Jackie Presser

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Jackie Presser, 13th Teamster vice president and a 31-year union veteran, was drafted by the Teamsters' general executive board on April 21. He succeeds Roy L. Williams as the new general president of the nation's largest labor union.

Jackie, secretary-treasurer of the Central Conference of Teamsters and president of the 144,000 member Ohio Conference of Teamsters, is well known to Teamster members as an intelligent, aggressive, dynamic leader, but to a nation of watchful observers of Teamster affairs and a waiting media, he was the object of excited speculation as his election was announced.

The man our union turned to after Roy Williams' resignation has been a general executive board member since 1976 and has served in virtually every area of union leadership—starting as a Local 521 organizer back in 1952 and working his way up through the ranks of local union politics to become nearly five years ago director of communications for the entire union, in addition to his other duties.

At a press conference shortly after his induction into office, Presser evidenced the exhilarating type of leadership he plans to bring to the union presidency, when he said, "I am aware of the great responsibility of this post, and I look forward to leading the Teamsters in a progressive new direction that will be highlighted by increased organizing efforts and service to our members."

The press referred to his potential "for forceful and aggressive leadership," "progressive new direction," "aggressive teamster style," plans to "invigorate the union," "fascinating blend as a man," and "statesmanlike" appearance in their subsequent news stories, a refreshing trend for a union that just days earlier had been garnering nothing but adverse publicity.

Presser is regarded by members and the media alike as a savvy, visionary new type of Teamster leader, a master of

Presser Selection Well Received



Labor Secretary Ray Donovan was the first visitor of the new Teamster president.

"Congratulations on your election as President of the Teamsters. I wish you a long and productive tenure in your new and challenging role, and look forward to continuing the open dialogue and harmonious relationships we have enjoyed thus far."

President Ronald Reagan

communications and public relations and expert on governmental relations, who is expected to rapidly move the union onto the fast track. Organizing in high technology industries and even a proposed bid for the workers who'll soon be journeying into space are both well within his expectations.

As an active force behind Ohio's DRIVE program, Presser has developed close ties to Congress, members of both political parties and the current Administration, and in 1980, was credited as having been instrumental in convincing the union to endorse the candidacy of Ronald Reagan.

Reagan, in fact, was among the first to congratulate the new Teamster president, as was Vice President Bush, who phoned Jackie with his best wishes almost immediately.

From Secretary of Labor Raymond J. Donovan, there came "heartfelt congratulations. I am confident that your membership will greatly benefit from your leadership," he said, asking for a timely meeting with the labor leader, a request that was granted on Presser's very first day in his new Washington office.

Senator Orrin Hatch (R-Utah), chairman of the Labor and Human Resources Committee, who had been one of the union's severest critics in recent days, said at a press conference: "I congratulate Mr. Presser on his election, and more importantly, I think the executive board has earned congratulations for their quick deliberations.

"I would hope that the new union leadership will have the best interest of its members and families at heart," he added. "The members and their families deserve pension protection, arms-length collective bargaining, and straight up-front leadership."

General President Presser, with a long career of activism on behalf of Ohio members, as evidenced by the Ohio Teamsters Service Bureau, an extremely active political action arm and a strong statewide retirees program, couldn't agree more.

He has pledged to move quickly and vigorously to restore the Teamsters Union to the forefront of the labor movement. Teamster members believe he's fully capable of that in the months and years ahead.

WCT Seeks New Organizing Directions



"Getting Back to Basics," was the theme of last month's 36th Western Conference of Teamsters meeting in Las Vegas, Nev., and more than 710 delegates, alternates and guests made a good start toward that goal at an intensive three-day session where they probed the logistics of organizing and representation in tough economic times.

Western Conference Director and Teamster International Vice President M.E. Andy Anderson said, "We might most aptly label this convention, 'Back to Basics. Back to the basic techniques that have always served us and the thousands of workers we represent, extremely well. . . . It is upon this bedrock, our traditional methods, that we will find the answers to fully addressing and defeating our economy's illness."

"We are faced with hard times nationally and within our union," Teamsters Joint Council 42 President Michael J. Riley told delegates, before turning the gavel over to Anderson as permanent chairman.

"We have had hard times before, and have not only survived them, but have prospered despite them. No adversity is so great that we as an International Union cannot overcome them," he promised.

Throughout the three-day session in late March, delegates proved their willingness to accomplish the task at hand.

One came away impressed not with the enormity of the job that lies ahead for labor, but with the can-do spirit of western Teamsters as they prepare to plunge in and tackle the job.

Informative speakers helped deliver one important message—that in hard times, effective organizing becomes more important than ever and with adequate techniques, tools and skills, it is possible to do so.

Among the prestigious WCT guests were Nevada's senior U.S. Representative, Harry M. Reid; Las Vegas Mayor William H. Briare, who presented Anderson with a key to the city; Sheriff John Moran; Board of County Commissioners Chairperson Thalia Dondero, and a special friend of Western Teamsters, Idaho Governor John Evans.

Congressman Reid lauded Teamsters for their political activity and brought them insights on Congress.

Governor Evans was a popular WCT guest, especially since he has been instrumental in recent months in turning back both a right-to-work measure and legislation trying to undercut Idaho workers' Davis-Bacon protections. Evans, a strong advocate of labor unions, declared:

"Jobs are the key to economic stability and prosperity. Education is the key to success in the job market.

"Advances in technology mean more automation, the emergence

M.E. Anderson accepts the gavel signifying his chairmanship of the WCT's 36th session.

of new industries. Foresee the change; assist your members to meet new challenges and changing job opportunities as they occur. Make your voices heard on conditions of concern to you. Demand what's yours."

Delegates, obviously agreeing with the governor's comments, spontaneously staged a demonstration of support for him as a presidential candidate. "If this is a draft, I accept," he said.

A host of Teamster dignitaries was on hand for the Conference.

General Secretary-Treasurer Ray Schoessling's keynote remarks went to the very heart of the issues, touching on deregulation, recession and unemployment.

"We are loaded with problems," he declared.

"Fighting these odds will require the unity, support and strength of Teamsters everywhere," Schoessling affirmed.

"There is nothing we can't do in organizing if we put our minds to it. But it takes commitment. It takes blood, guts and toil.

"We will all do that which is necessary to keep this union number one," he pledged, urging delegates to "adequately service the members, get out there and aggressively organize, become active politically and keep the

(Continued next page)

WCT

forces opposing us from stealing our rights in hundreds of quiet, insidious, even dangerous ways. United we can achieve our goals."

Southern Conference Director and Teamster Vice President Joseph Morgan came out swinging. Asking rhetorically how the national economy got into the situation it's in to start with, he laid the blame on leaders who believe in high interest rates, continuing inflation and deficit spending as solutions.

Morgan suggested that one way to resolve matters is by keeping American jobs and technology at home, rather than shipping them to other countries, especially when so many of our own people are out of work, and by gearing up for national political action.

Teamster Vice President and Canadian Conference Director Edward Lawson, noting the serious problems facing Teamsters, said, "These are times for Teamsters to stand together; times that cry out for courage and conviction."

"We must make sure we do not break faith with members," he added.

Teamster Vice President Walter Shea said that although the union is going through "difficult times throughout the country, economically and internally . . . and faces awesome problems," the fact is that the Teamsters "continue to organize people from all walks of life into our ranks," even when other unions can't.

Noting the "non-union aura permeating Washington," Shea said, "we cannot let our vigilance down." None of the legislation coming up is helpful to labor or this union. "If labor is going to be hurt or harmed, it is going to come from within," he added, in urging Teamsters to get out, get active and protect their own self interests.

Teamster Vice President Welton Mathis addressed the dire situation facing workers in the



building trades today and said that the Teamsters, in conjunction with several other unions, are eyeing ways to win new work, especially on government jobs, for union members. He added that the division hopes to see some change with a lowering of interest rates and the enactment of the new highway bill.

Arnie Weinmeister, IBT vice president and president of Teamster Joint Council 28, urged several ways of coping with the dismal economy and other problems—greater communication, more cohesiveness in facing recalcitrant employers and greater political action.

"We need to get people in office who will vote for our issues. We have a tremendous anti-labor flavor in the country from top to bottom," he noted. "We need to get a grass roots movement going—to get people registered and voting for people who will speak for organized labor."

Teamster Vice President Donald Peters called on delegates to do more than talk about unemployment, high interest rates, plant closings, foreclosures and the like.

"Unemployment no longer is a temporary thing," he told delegates. "No matter how and when the economy gets back on its feet, people displaced by plant closings will never be recalled to their jobs."

Peters urged the Teamsters to note changes in the manufacturing work force, the shift to new high tech industries and other innovations, and do what they can to help members retrain and

The WCT delegates in session.

learn new skills for the 21st century.

He noted the availability of retraining money to the states under a new provision of the CETA law and urged Teamsters to look into it and utilize it. "There are a lot of things Teamster locals can do," he added. "And isn't this role part of our obligation to our members?"

Teamster Public Employees Division Director Barry Feinstein urged western Teamsters to actively pursue unorganized public employees.

"Public employees are faced with unsure futures, they are underrepresented or underrepresented, they are looking for somewhere to turn. They need job security, the ability to provide quality services, and people who understand them," he noted.

Teamster Industrial Trades Division Director Joseph Konowe said, "We live not in the past, know what we face in the present and look to the future, despite the most adverse conditions in 50 years."

Noting the current technological revolution taking place, Konowe predicted by the year 2000 yet another transformation in the work force, with the introduction of robots into plants that will decimate memberships in the labor movement unless labor takes the opportunity to prepare and retrain people for new industries coming. "We will have to keep up, to keep abreast and change along with the times."

Also addressing the delegates

were Teamster Legal Counsel David Previant and Richard Cordtz, a Service Employees International Union officer and longtime Teamster friend.

Mesmerizing as always was former Teamster president Dave Beck. "The key to this union's future and progress is organizing," Beck emphasized.

"Sure, this organization was built in the early days on skull and knuckle, alley rules skills," he acknowledged. "We fought to live, to build the organization to be able to live and fought when we had to. We told many employers and associations, 'you write the rule book, but remember, we can play it no matter how you write it!'"

"Looking down the road, employers will continue maneuvering through legislative action, boycotts, use of dollars, contracts and the powerful avenues of radio and TV," Beck pointed out, "but when the building industry in Houston is 85% non-union, you cannot correct it by talking—you must do it by organization!"

"The only thing in the world our people own is their labor. Nothing else. We bind together to sell the only thing they have to negotiate the best for what they have in wages and benefits. If you carry out this business to its highest point of fruition," he pledged, "you will be an outstanding success."

Another veteran addressing delegates was former WCT Director Frank Brewster.

Noting today's poor economic conditions, the increasing ratio of retirees to workers and the current growth of conglomerate power in the nation's industries, Brewster said, "It bothers me when the President says putting people back to work is pork barreling, when it costs millions to subsidize every million out of work. Why not use that money to put people back to work?" he asked.

Noting also problems being caused by loss of health and welfare coverage among these

workers, Brewster urged delegates to mount a renewed effort to bring them relief through new organizing.

"People are saying labor has outlived its usefulness, but what," he asked, "could take its place? We may need innovation and fresh ideas, but we have



An Evans for President demonstration was a lighter moment at the Conference.

a great organization," he concluded.

Former Conference Director and IBT vice president Einar Mohn, who now heads the WCT retiree program, talked about the growing clout of Teamster retirees, the reemergence of a national Teamster retiree organization and his hopes that such an organization would be able to harness the energies and talents of retirees for a singular national purpose. "In politics today, labor does not have clout," he noted.

"If our organization is organized into a national body, with one individual with authority as representative for all retirees to stand before Congress saying 'I represent millions of Teamster retirees,'" Mohn stated, "it would make a world of difference."

Following a movie, "Union Pension Power," that detailed ways labor unions can effectively marshal their pension dollar power to get support for union

construction projects and jobs, delegates heard from Joe Edgar, co-chairman of the WCT joint employer pension trust, about the plan's current stability and from Neil McNamara concerning legalities surrounding pension trusts in general.

Not all the work was done at the general meetings.

Standing room only attendance was the rule at all the division meetings, including sessions by the freight, UPS, construction, food, warehouse and miscellaneous, dairy, airline and automotive divisions.

George French hosted a vibrant, exciting session of the WCT Organizing Division at which Jim Easley, chairman of the organizing division and a WCT coordinator, showed a film recently completed by the Western Conference to aid organizers. The film, "The First Step," detailed comprehensively the "how-to's" of an organizing campaign, down to the smallest details, and offered organizers all the insights they needed on how to conduct an effective organizing campaign, for workers deciding on a collective bargaining future.

"There is no excuse for the greatest trade union organizing machine in the world to take a back seat to anyone," Easley declared.

"To organize successfully takes a little ingenuity, a lot of hard work and not saying, 'I do not think I can do it, so I will not try.' Do not be afraid to make mistakes," he asserted.

A number of procedural and technical changes were made to the Conference bylaws by action of the delegates, along with several key resolutions agreed to unanimously. They included: a provision changing the frequency of the conferences to once every four years; and a resolution commending WCT Director M.E. Andy Anderson for his invaluable assistance to locals and joint councils within the Conference, as well as craft and trade divisions.

Teamster Board Elects and Presser Moves into Action

On April 21, at its regular quarterly General Executive Board meeting, Jackie Presser was unanimously elected General President to fill the remaining three years of the current term as prescribed by the IBT constitution.

Following the vote, Presser was sworn-in as the union's seventh International General President by Secretary-Treasurer Ray Schoessling in a short but dramatic ceremony surrounded by his fellow board members and a battery of news people and television cameras.

In his acceptance speech to the Board, Presser stated that he will always have the best interests of all Teamster members at heart as he performs the duties of President. "I am aware of the awesome responsibility of this office," he said, "and I will perform my duties in an open, honest administration."

"I will be accessible to all," Presser continued, "and I hope I can lead this union in a new progressive direction with more service and benefits for our members."

Following the swearing-in General President Presser convened a press conference for the nation's media and outlined the blueprint for his stewardship at the helm of the Teamsters Union.

During the press conference, which many members of the media concluded was one of the best ever held by a Teamster leader, Presser was interrupted by applause on three occasions—an event that is considered rare at such media events.

On Monday, April 25, Presser arrived at Teamster headquarters to begin his term and hosted a lunch for Secretary of Labor Ray Donovan. During the day he received a phone call from President Reagan, a longtime friend, who again wished him best personal wishes in his endeavors as Teamster President.

Presser then began what promises to be one of the most active presidencies in the Teamsters Union's eighty-year history.

That Was tW



Week That Was



General President Presser Responds To Nation's Media

The Teamster General Executive Board has elected me to fill the position of General President and I have humbly and proudly accepted just minutes ago. I am aware of the great responsibility of this post, and I look forward to leading the Teamsters in a progressive new direction that will be highlighted by increased organizing efforts and service to our members.

These are tough economic times for all of labor, and while other unions have fallen back in recent years, and we in the Teamsters have been hard hit by deregulation and the economy, I am hopeful I can lead the union into a new era that will see us grow and provide better benefits and services for our members.

Although we have had our problems, the Teamsters Union has been much maligned in the press, and, unfortunately, the good we do for our members is often lost and unreported.

While investigations have continued through the years, I am confident that this chapter in our long 80-year history is coming to a close. . . .

I have told the Teamster Board that I am anxious to proceed with the business of leading our nation's largest labor union in a progressive new direction with new goals, higher achievements and greater security for all Teamsters. And I, personally, will always have the best interests of my members at heart.

I ask that you judge me accordingly by my performance and my actions. I intend to lead in a new way, a new direction, a new day for Teamsters.

Our actions will speak for themselves to our friends and detractors, to the Administration and Congress, to the media and the public. Our actions, I am sure, will earn your respect. Most importantly, I pledge to my fellow members our actions will make you proud again—proud to be Teamsters.

. . . I hope that you ladies and gentlemen will give us a fair shake as we turn to a new chapter in the long Teamster history of the American Labor Movement.

'Progress Through Unity' Says the Central Conference

"Thirty-five years of progress through unity." That was the theme of the 19th meeting of the Central Conference of Teamsters in Chicago in late February where 864 delegates, alternates and guests heard General President Roy Williams declare:

"The American trade union movement is the most important part of my life, and I will remain committed to this Conference and its goals and to the aspirations of Teamsters everywhere."

General Secretary-Treasurer Ray Schoessling called deregulation a vicious attack on the "finest transportation system in the world." He said results of deregulation of the trucking industry confirmed the Teamsters' prediction that the action would result in loss of jobs, increase the demise of small shippers, curtail service to small communities and seriously reduce the living standards of hundreds of thousands of union members in trucking and related industries.

In welcoming delegates, Louis F. Peick, president of Teamster Joint Council 25, cited the gains made by Teamsters since the Central Conference was established in 1948. Peick, an International Union vice president, described the advances in health and welfare and pension programs as landmarks in service to the members and their families.

William A. Lee, president of the Chicago Federation of Labor and Industrial Union Council, declared that there is unparalleled cooperation between the Federation and its affiliates and the Teamsters.

"We all have one objective: to bring a better life to all working



people and their families," Lee said.

Lee, a member of Bakery Drivers Local 734 for 60 years and a former Teamsters' International Union vice president, added: "No matter what is said about our great union, I am proud to be a Teamster."

"The problems facing our movement are not of our making," Peick said. "We did not support deregulation and we are its victims. We did not cause the deep recession that has separated many thousands of Teamsters and 12 million other workers from their jobs. Yet, it is the Teamsters' movement that is under attack in the media, from self-styled critics in government and from the few people in our organization who have never subscribed to the basic idea that

Above, the conference policy committee, including Louis Peick, Ray Schoessling, Roy Williams, Jackie Presser, Donald Peters, Robert Holmes and Jack Yager, and delegates in session.

keeps labor moving forward: 'In unity, there is strength.'"

Governor James R. Thompson of Illinois was introduced by Peick as a consistent friend of labor.

Thompson called for a program to help unemployed workers meet the costs of medical care.

"If you have worked all your life, paid your dues, paid your health insurance and lost your job through no fault of your own, some four or five weeks later your coverage expires and there you sit, perhaps with a family, with no health coverage, with no way of protecting either against

catastrophic illness or the ordinary illnesses that run through every family in the nation with no ability to protect yourself because the only things you can find in the marketplace are low-coverage, high premium, temporary insurance protection.

"The payment for those has to compete with your desperate strivings to pay your mortgage, to keep your house, to keep your transportation, to keep your family together while you find another job or hope that yours comes back."

Governor Thompson called for serious study and prompt action on a plan to provide continuous medical coverage for unemployed workers and their families.

Backing up Governor Thompson's proposal on health coverage for those on unemployment compensation, Teamsters' economist Norman Weintraub pointed out that most health and welfare plans negotiated by the Teamsters Union are having difficulty keeping up with the booming cost of medical care. Weintraub said the situation creates problems at the bargaining table.

"I can't think of a more anti-worker proposal than the recommendation to tax health insurance premiums," Weintraub said.

General President Williams said that many activities of the federal administration have serious negative impact on the living standards of workers.

"Unemployment in the Midwest is at an all-time post Depression high," said General Secretary-Treasurer Schoessling in his broad-ranging report to the meeting.

"While the administration takes heart that the economy is on the upswing, because unemployment has dropped one-half of one percent, many of our own members are struggling to make ends meet, many have exhausted their unemployment compensation benefits and they and their families are suffering a hand-to-mouth existence.

"The troubled economic times make life doubly hard for Ameri-

ca's working men and women. That's why, especially in bad times, it is important that we in labor stick together and make our voices heard.

"The time has come when we say to the politicians: Stop the fooling around. No more stalling. Reaganomics can't be working when unemployment stands at 10.4 percent," he emphasized.

Echoing Schoessling's call for more organizing activity was International Vice President Donald Peters, at a standing room only session on organizing attended by more than 200, for a two-hour discussion of answers to the union-busters.

Walt Engelbert of the Western Conference of Teamsters pointed out that the labor force is changing, with expansion in white collar, technical and related fields. He said that the Teamsters have an excellent product, with the ability to meet the problems of all workers, regardless of the color of their collars.

Those attending the session on organizing saw a film on the 1934 Minneapolis Teamsters Strike in which the police and National Guard were used to break the strike. The film, called "Labor's Turning Point," was produced by the University of Minnesota. Engelbert said that modern-day union busters use all the devices of propaganda to keep workers out of unions.

"Their methods have changed from violence to persuasion and it is our task to challenge them with the truth," he said.

Jackie Presser, International vice president and Central Conference secretary-treasurer, presented a report on the political and legislative situation in the thirteen states' Conference area. He urged active participation of all affiliates and their members in the Teamsters' DRIVE program to raise funds for candidates who have demonstrated their support of the Teamsters' legislative program.

David Sweeney, Teamsters' DRIVE and legislative director, said that improvement in the Congress resulting from the 1982

election was constructive, but intensified political action was necessary to make the House of Representatives and Senate more responsive to labor's legislative programs.

International Vice President Robert Holmes, a member of the Central Conference policy committee, presented several resolutions to delegates for action, all adopted by unanimous vote.

Subject matter included:

► Opposition to Senate Bill 336, which would establish unfair, one-sided treatment of union personnel after certain crimes.

► Opposition to unfair low-price and low-wage "dumping" practices of several foreign nations and the loss of jobs they cause, calling on consumers to "Buy American."

► Support for job retraining programs, with cooperation at all levels of the Teamsters Union.

► Support for expansion of organizing activities, especially in the high technology, military equipment, space and service industries.

► Support for the Teamsters' DRIVE political program, involving members in fund-raising activities and in backing the Teamsters' legislative program.

► A resolution calling for adjustment of national priorities, with a lean and powerful national defense, and shifting funds for investment in job-producing activities.

► A call for amendment of the Employee Retirement Income Security Act (ERISA) to allow pension fund trustees to lend money for home mortgages at interest rates below market level.

► Improvement of lines of communication between all levels of the International Union.

► Expansion of organizing among truck owner-operators.

► And lastly, memorial tributes to late International Vice President Harold Gibbons, former international director of the Central Conference of Teamsters; to C.P. Rockenmeyer, International auditor, and to Sam Smith, director of the CCT Warehouse Division.

Teamsters and Easter Seals A Winning Combination For the Last Five Years

The International Brotherhood of Teamsters, for the fifth year in a row, was front and center the weekend of March 27 as the National Easter Seal Society culminated its 1983 fund-raising efforts.

Teamster Vice President George Mock appeared on the telethon representing Teamsters to present the International Union's donation of \$50,000 and announce that this year Teamster contributions again would pass the \$200,000 mark nationally.

Mock's prediction, of course, included hundreds of thousands of individual contributions from Teamsters as well as generous donations from Teamster locals around the country. Teamsters, employing all kinds of ideas from Teamster days at the races for Easter Seals to an Easter Seal Classic seven mile run staged by Omaha, Neb. Teamster Local 554, have proved that they were more versatile than ever this year in finding ways to raise donations for this good cause.

1983 was, as hoped, another banner year. Even though times were tough for many of our members, a lot of them found it in their hearts to dig deep into their pockets and come up with a couple of bucks for those less fortunate. And since charitable causes have faced some tremendous federal funding cut-backs in recent years, they can use all the support we can give.

As Vice President Mock noted on the telethon, it's a source of great pride and pleasure to know that we in the Teamsters over the five years we've assisted this good cause have been able to contribute nearly three-quarters of a million dollars to aid their efforts. Now, that's brotherhood in action!



Above, IBT V.P. George Mock tells telethon host, Pat Boone, of Teamster efforts this year.

Gibbons Is Remembered At N.Y. Memorial Tribute

Deceased Teamster Vice President Harold J. Gibbons was remembered at an April 5 memorial service held at New York's St. Peter's Church attended by nearly 150 civic, business and labor dignitaries.

The tribute was initiated by a group that included William F. Genoese, secretary-treasurer of Teamster Local 732 in New York and a longtime personal friend of Gibbons.

As a former director of the Teamsters' airline division, Gibbons was lauded by a number of speakers representing the airline industry, among them Pan American World Airlines Chairman C.P. Edward Acker, Teamster Airline Division Director Norman Greene, Teamster Local 2707 Secretary-Treasurer Marvin L. Griswold and airline Local 732's Genoese.

The loving tribute to Gibbons included personal insights and anecdotes from those who had

known him, including IBT General Secretary-Treasurer Ray Schoessling, Eastern Conference Director and fellow Teamster Vice President Joseph Trerotola, and Fugazi International Corp. President William Dennis Fugazi, along with musical tributes from entertainers he had known, including singers Steve Rossi and Janice Harper and pianist Lynn Richards.

Perhaps Schoessling summed up best the loss Teamsters feel when he said of Gibbons:

"Teamsters lost an eloquent voice and ardent defender at Harold's death, but thanks to his foresight, vision, courage and generosity, there's a whole new generation of young union officials coming into power out there, who embrace his vision, espouse his causes and seek the same goals. They are unionists in the time honored tradition of the Harold Gibbonses of the world."

ATA's Top Driver Visits His Teamster Brothers

Teamster headquarters had a visit from a real V.I.P. recently—ATA Driver of the Year and Teamster Local 41 member Earl Schooley.

Schooley, a 41-year veteran driver for Jack Cooper Transport Co., Inc. of Kansas City, Mo., during a March round of visits in conjunction with the driving honor, found time to tour the IBT building and meet with top Teamster officials, including General Secretary-Treasurer Ray Schoessling and IBT Vice President Walter Shea.

Teamster officials were impressed, but not surprised, by the many credentials the American Trucking Associations, Inc., had noted in announcing Schooley's selection for the honor.

This Teamster veteran not only has driven an unwieldy carhauler for more than 41 years with a spotless safety record (not even one ticket, he says) and 3.4 million accident-free miles, but does it along a congested route to and from Janesville, Wisc., from Kansas City.

For Schooley, safety is an everyday concern, as is reflected by the number of awards he has to his credit. He was 1982's Missouri Driver of the Year, as well as the National Automobile

Transporters Association and Jack Cooper Driver of the Year for 1982, just to top off a whole list of previous safety awards he has garnered.

A resident of Raytown, Mo., Brother Schooley was chosen for the American Trucking Associations, Inc.'s top national driving honor by a three-judge panel, which considered both his overall driving record and his attitude in their choice of him over 41 other statewide candidates. Schooley represented the Missouri Bus and Truck Association in statewide competition, where he was named 1982 Missouri Driver of the Year.

Brother Schooley has been jockeying rigs for a long time, beginning by driving dump trucks as a teenager during summer breaks from high school.

He says that in all the years he's been on the road, safety has been a primary concern, especially with a family depending on him. He credits his wife, Verna, especially as the motivation for his safety consciousness.

Constantly aware of his safety obligations, Brother Schooley says he stops every 100 miles—three or four times during every driving day—to make a personal safety check of his equipment. This Teamster, in personal con-

versations, also emphasizes the importance of using your seat belt while on the road and says if there was one thing he could change, it would be to get drunk drivers off the roads.

Although Brother Schooley doesn't advertise it, IBT officers learned that he has lent more than a couple motorists in trouble on the road a helping hand. "You do stop and you help people," he says, self-effacingly. "If you cannot help, you have to size up the situation. Sometimes by stopping you will actually be contributing possibly to another accident, so it isn't always wise to stop. But with our CBs, we can contact the police. We don't leave someone sitting there without help. We are not going to leave people sitting out there on the road, especially if it is cold or whatever and especially if it is women or children."

"I think that perhaps a highlight of my driving career is being singled out and honored for having a good safety record," he says of this latest honor. Another, he adds, would have to be his recent visit to IBT headquarters and a chance to meet union officers. This Teamster is a professional in every sense of the word and we're proud ATA said he was tops in the country, too.



Here, Brother Schooley, ATA's Driver of the Year and a Teamster Local 41 member, with his wife, Verna, is congratulated on the national honor by IBT General Secretary-Treasurer Ray Schoessling.

50

Years After Prohibition's Repeal Teamster Brewery Conference is Vital and Growing

April 7, 1983 marked an anniversary—one the Teamster Brewery and Soft Drink Workers Conference noted with enthusiasm.

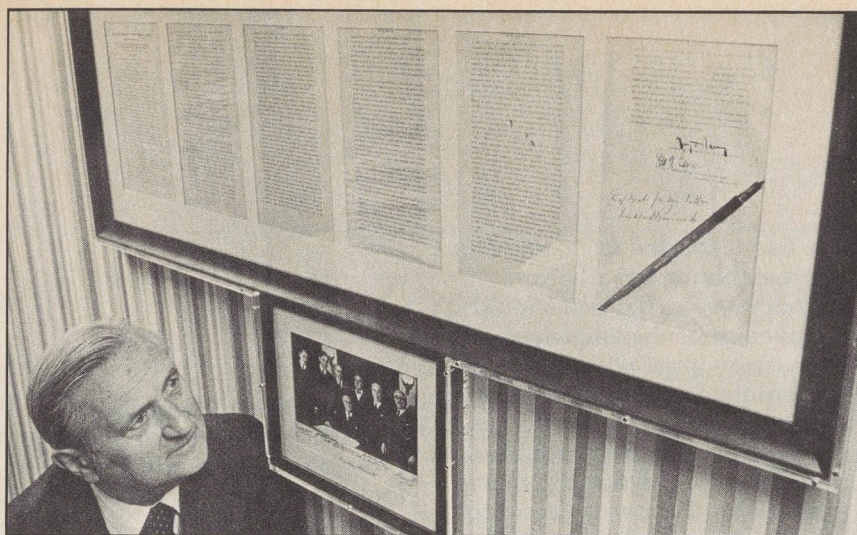
For on April 7, 1933, just 50 years before, the first kegs and cases of beer had rolled out of breweries around the country, ending a 13-year dry spell caused by Prohibition.

"Happy days are here again," probably was the song most Teamsters were singing as the nation went from dry to wet, since the act offered hope where before there had only been depression and joblessness. President Roosevelt's signing of the Cullen-Harrison Act, on April 7 repealed the ban on alcohol, and opened the way for the revitalization of a major American industry, creating in the process thousands of jobs in manufacturing, bottling and distribution nationwide.

The Teamsters' conference well remembers both Prohibition and the aftermath that helped our union prosper.

Enactment of the Volstead Act, 18th amendment to the Constitution, had from its January 16, 1920 effective date, by banning the sale of alcoholic beverages, contributed greatly to mass unemployment that prevailed during the catastrophic Depression era. During Prohibition, from 1920-33, speakeasies and racketeers made a multimillion dollar mockery of the so-called "noble experiment" by the "drys," while formerly productive breweries





April 7 at Teamster Brewery and Soft Drink Workers Conference headquarters was a time for remembrance. Here Conference Director Charles Klare inspects a copy of the Cullen-Harrison bill which, by repealing Prohibition, brought about a rebirth for the brewing industry and new jobs for Teamsters. In the photo below the document is the group present at the signing, including President Franklin D. Roosevelt.

Brewery workers couldn't have been happier when the first kegs began rolling off the docks onto trucks. Their 'prosit' was meant for the whole industry.

turned to making ice, candy, cheese or near beer, or simply closed their doors, throwing their workers into the streets. The burgeoning of this illicit industry siphoned off countless billions in lost tax revenue from the government and cost it further millions in trying to enforce the unworkable law.

President Roosevelt, convinced of the folly of Prohibition, urged Congress to modify the Volstead Act, but it wasn't until March, 1933, that it acted, voting to permit the production, distribution and consumption of beer, effective April 7, 1933.

At 12:01, taverns were mobbed as thousands upon thousands of thirsty Americans jammed in to drink their first legal beers in 13 years.

Banner headlines heralded the news in major cities nationwide. In Milwaukee, people queued up outside the Jos. Schlitz brewery just to watch as the trucks laden

with the first cases and kegs rumbled out of the loading docks. Mobs of New Yorkers staged a wake for "near beer," and in famous brewery towns like St. Paul and St. Louis, factory whistles shrieked the triumphant news that Prohibition was dead. In Washington, D.C., at just five minutes past midnight, a truck was rumbling up to 1600 Pennsylvania Avenue, where two cases were delivered to the President.

Immediately, breweries that had limped through the dry days swung back into action. Overnight, an industry was reborn. For the Teamsters, Prohibition's end signaled an era of growth.

In the first year after legalization, more than 700 breweries went into production. More than 100 related supply trades such as closure manufacturers, refrigeration and machinery producers would also gear up anew.

Teamsters, who historically had represented delivery people at breweries while production workers were covered by the Brewery Workers Union, found, following Prohibition's repeal, more and more chauffeurs and helpers seeking IBT representation in breweries.

Again and again, the American Federation of Labor sided with the Teamsters on jurisdictional questions, but the rivalries continued. It wasn't until 1973 that the jurisdictional wrangling ended, with the merger of the two unions under the Teamsters' banner.

Today, thanks to that merger, the Teamster Brewery and Soft Drink Workers Conference represents nearly 90% of all the workers in this industry nationwide, both among drivers and on the manufacturing end. The Teamster unit has grown to encompass between 80,000-100,000 members (many of them in the soft drink industry), between 35,000-40,000 of them dealing strictly with the manufacture and distribution of alcoholic beverages.

While the brewery business has seen many changes over the past 50 years, it remains a multi-billion dollar enterprise, contributing countless millions to the national economy and state treasuries in the form of taxes, licensing fees and surcharges.

Where once there were hundreds of breweries, today only about 46 plants operate nationally, largely controlled by six major manufacturers, but they produce nearly 90% of all the beer sold in the U.S. Teamsters represent the workers at the majority of those facilities, adds Brewery Conference Director Charles Klare proudly. The union is happy to note, too, that today there is really only one non-union beer produced in the country—the infamous COORS, long the target of a Teamster boycott.

At Teamster Brewery and Soft Drink Workers Conference headquarters in Chicago, Klare and other officers take pride in the gains made for workers under Teamster contracts over the years, which stand head and shoulders above any other in the industry.

Teamsters are determined, too, to remember the breweries' roots. Conference Director Klare has only to glance at his office walls to be reminded of how far workers have come since Prohibition's end. For displayed there proudly is a signed copy of the original Cullen-Harrison bill that began the resurgence. It stands as a pointed reminder of how bad things can be and how, sometimes, a simple pen stroke is enough to turn things around.

OSHA Hearing Standards Finally Take Effect

The revised OSHA Noise Standard (formally known as the "Hearing Conservation Amendment") has, after long delay, been released in final form and is in effect. The standard, which long has been the topic of IBT testimony and comment lowers the noise level at which workers must be given hearing protection.

Under the old standard, hearing protection was required if workers were exposed to a noise level of 90 decibels (dB) as averaged over an eight-hour day. The new trigger level for protection is 85 dB.

Employers are required to monitor noise levels in the workplace in order to identify those workers who are exposed to levels of noise at 85 dB or above. Labor unions, including the Teamsters, argued that OSHA should require personal noise monitoring at individual work stations. Instead, OSHA elected to require less accurate "area" monitoring in which one sample is taken of the entire work area. Workers who feel that overexposed individuals are remaining undetected may request that monitoring be repeated.

Union representatives have the right to observe all monitoring and obtain copies of all records. Business agents and shop stewards should carefully observe the monitoring to insure that it is done under normal working conditions with all noise-creating machinery operating as usual.

By March 1984, all employees who are exposed to 85 dB or more must be given hearing examinations at the employer's expense. These tests (known as "baseline audiograms") provide the reference against which future tests will be compared.

These examinations may be given only after the employee

has been isolated from noise for fourteen hours. Ideally, this means the hearing test should be given after the employee has been away from work. If the test is administered during a working shift, the employee should be given ear muffs to isolate him from noise on the day the test is to be given. Follow-up hearing examinations must be given annually, again at employer expense. Comparison between the baseline audiogram and the follow-up test will tell a trained audiologist of the existence of occupational hearing loss.

All workers exposed to 85 dB or more must be provided with hearing protection. Employees are to be given their choice of protectors (ear plugs, ear muffs, etc.) and must be trained in the proper use and care of the device.

Teamster Briefs

► Controversy between the Federal government and some states has arisen over implementation of new Federal law permitting longer, wider trucks and twin trailers on the Interstate System and some Federal-Aid Primary System highways. Some states, including Connecticut, Massachusetts and New Jersey have said they will not allow the larger trucks within the state. Others, such as Vermont and Georgia, object to the Federal rules opening some narrower, undivided highways to the bigger rigs.

► Occupational Safety and Health Director Thorne Auchter came under heavy criticism in a recent House of Representatives appropriations subcommittee hearing. Auchter's handling of petitions for emergency temporary standards on formaldehyde, ethylene oxide and ethylene dibromide (the last filed by the



Workers who are exposed to 90 dB or more must wear hearing protection. The employer has a legal obligation to make certain that workers exposed to this noise level do use protectors.

The IBT had argued that OSHA should require employers to modify the operation of machinery to come below 85 dB rather than enclose the worker in protectors. While certainly less expensive in the short run, protectors are not fully effective in delivering long-term hearing protection for all exposed workers. Still, the new law provides a valuable tool for workers to use in protecting the priceless gift of hearing.

IBT) were questioned by Rep. David Obey (D-WI). Obey later set the stage for a wide probe of OSHA akin to the recent examination of EPA, calling for "every Congressional committee with oversight ability . . . to engage in a review" of OSHA. Several House committees are expected to investigate OSHA-industry dealings.

► The IBT has filed suit to challenge new Bureau of Motor Carrier (BMCS) rules on the Driver's Logbook. Changes weakening this vital hours-of-service enforcement tool went into effect January 1, 1983 over IBT objection. The union's suit, filed in the Circuit Court of Appeals for the District of Columbia, asks the Court to review the BMCS rulemaking to determine if the logbook changes are supported by the public record and not an arbitrary exercise of power.

Financial Report 1982

Thomas Havey & Co.

CERTIFIED PUBLIC ACCOUNTANTS

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INDEPENDENT AUDITORS' REPORT

International Brotherhood of Teamsters, Chauffeurs,
Warehousemen and Helpers of America
Washington, D. C.

We have examined the consolidated balance sheet of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1982 and the related consolidated statements of income, expenses and changes in fund balance for the year then ended. Our examination was made in accordance with generally accepted auditing standards and, accordingly, included such tests of the accounting records and such other auditing procedures as we considered necessary in the circumstances.

In our opinion, the financial statements referred to above present fairly the consolidated financial position of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Teamsters' National Headquarters Building Corporation and Teamsters International, Inc. as of December 31, 1982, and the consolidated results of their operations for the year then ended, in conformity with generally accepted accounting principles applied on a basis consistent with that of the preceding year.

Thomas Havey & Co.

March 8, 1983

**International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America,
Teamsters' National Headquarters Building Corporation and
Teamsters International, Inc.
Consolidated Balance Sheet
December 31, 1982**

Assets

Cash	\$ 4,393,421
Accounts Receivable—(Less \$376,741 Allowance for Doubtful Accounts)	1,111,839
Inventories—At Lower of Cost or Market	719,322
Accrued Income	1,232,986
Prepaid Expenses	220,965
Investments—Book Value (Market Value \$58,217,767) Note 1	59,247,038
Fixed Assets—(At Cost, Less \$18,908,423 Accumulated Depreciation)	25,315,284
Deposits	37,476
Total Assets—General Fund	\$ 92,278,331

Gend

Cash	\$ 3,408,695
Accrued Income	1,543,458
Investments—Book Value (Market Value \$56,040,873) Note 1	61,404,021
Total Assets—Defense Fund	\$ 66,356,174

Defnd

Total Assets—Combined Funds	\$158,634,505
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Combinds

Notes to Consolidated Financial Statements

1. Summary of Significant Accounting Policies

Method of Accounting—Assets, liabilities, income and expenses are recognized on the accrual basis of accounting with the exception of per capita and initiation fees which are recognized on the cash basis of accounting.

Investments—Securities and notes and mortgages receivable are recorded at cost and adjusted for amortization of premium and discount.

Depreciation—Fixed assets are recorded at cost and depreciation is computed at rates calculated to prorate the cost

over their estimated useful lives by the straight-line method.

2. Retirement and Pension Plans

The International provides retirement benefits for employees of the International and the Building Corporation. Current service and interest on unfunded liability are funded annually, based on advice of consulting actuaries, and prior service costs are being funded over a maximum of 12 years. Total pension expense for this plan for the year ended December 31, 1982 was \$3,858,065.

Gend

Liabilities and Fund Balances**Liabilities**

421	Accounts Payable	\$ 4,971,569	
839	Accrued Expenses	64,113	
322			\$ 5,035,682
986			
965			
038	Fund Balance—Exhibit B		
284	Unappropriated	86,945,069	
476	Appropriated for Public Employees' Assistance Fund	297,580	87,242,649
331	Total—Liabilities and Fund Balance		\$ 92,278,331

De/nd

695

458

021

174

Total—Fund Balance—Exhibit C **\$ 66,356,174**

mbnds

505

Total—Combined Funds **\$158,634,505**

Notes to Consolidated Financial Statements

At January 1, 1982 the date of the latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$35,591,708 and \$2,215,506, respectively, and the net assets available for benefits were \$36,995,498. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 4½%.

Pursuant to a resolution at the 1961 International Convention, a multiple-employer pension plan was established for officers and employees of the International's affiliates. Contributions to the plan, which amounted to \$18,885,442

for the year ended December 31, 1982, are computed by actuaries and approved by the General Executive Board of the International, in accordance with the authority delegated to the Board by the Trust Agreement.

At January 1, 1982, the date of latest actuarial valuation, the actuarial present values of accumulated vested and non-vested plan benefits were \$296,239,947 and \$22,945,954, respectively, and the net assets available for benefits were \$222,014,096. The assumed rate of return used in determining the actuarial present value of accumulated plan benefits was 6%.

**International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America,
Teamsters' National Headquarters Building Corporation and
Teamsters International, Inc.**

Consolidated Statement of Income, Expenses and Changes in Fund Balance

General Fund

Year Ended December 31, 1982

Operating Income

Fees

Per Capita—Members	\$74,048,879	
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Initiation	532,232	
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\$74,581,111

Other Income

Sale of Supplies	459,473	
------------------------	---------	--

Miscellaneous	281	
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459,754**Total Operating Income****75,040,865****Operating Expenses**

Defense Fund (Exhibit "C")	8,247,311	
----------------------------------	-----------	--

Teamster Affiliates Pension Fund	18,885,442	
--	------------	--

Organizing Campaign Expense	6,044,826	
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National Master Freight Agreement	590,395	
---	---------	--

Retirement and Family Protection Plan	3,858,065	
---	-----------	--

Administrative, Office and General	16,453,432	
--	------------	--

Magazine—"International Teamster"	1,997,736	
---	-----------	--

Legislative and Political Education	635,698	
---	---------	--

Communications	800,172	
----------------------	---------	--

Legal Fees, Expenses and Related Costs	2,264,363	
--	-----------	--

Judgments, Suits and Settlements	1,573,705	
--	-----------	--

Divisional and Departmental	15,061,977	
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National Headquarters Building	2,982,051	
--------------------------------------	-----------	--

Branch Offices	124,067	
----------------------	---------	--

Supplies for Resale	514,934	
---------------------------	---------	--

80,034,174**Net Deficit from Operations****(4,993,309)**

Financial Income—Net

6,597,725

Other Income (Expense)—Net

(640,274)**Excess of Income Over Expenses****964,142****Fund Balance**

At January 1, 1982

86,278,507

At December 31, 1982

\$87,242,649

**International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America,
Statement of Income, Benefits and Changes in Fund Balance**

Defense Fund

Year Ended December 31, 1982

Exhibit "C"

Income

Per Capita—General Fund (Exhibit "B")	\$ 8,247,311	
---	--------------	--

Financial Income—Net	7,564,512	
----------------------------	-----------	--

Gain on Foreign Exchange	15,249	
--------------------------------	--------	--

\$15,827,072**Benefits**

Out-of-Work Benefits		
----------------------------	--	--

10,785,940**Excess of Income Over Benefits****5,041,132****Fund Balance**

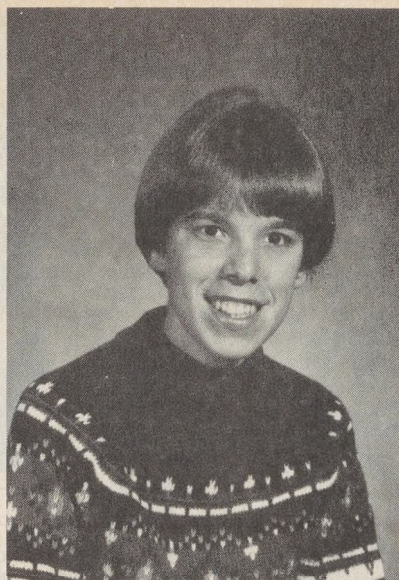
At January 1, 1982

61,315,042

At December 31, 1982

\$66,356,174

Active IBT Locals



EAST PROVIDENCE, RHODE ISLAND

Teamster Youngster Gives It His All

Joseph Boyajian, son of Teamster Local 251 business agent James Boyajian, received a special honor recently, participating in the Sixth International Summer Special Olympics Games at Louisiana State University in Baton Rouge.

Joe was among a group of handicapped international athletes selected by area coordinators and head coaches who ranked them tops on the basis of past performance and for exemplifying the Special Olympics ideals of "skill, sharing, courage and joy."

Joe's dad proudly notes that this son of a third-generation Teamster was chosen from among thousands of eligible athletes and performed masterfully in the soccer competition at the games, joining athletes from 45 nations.

WOODSIDE, NEW YORK

Their Union Pride Is Showing

When Teamster Local 808 members from Woodside, New York, grew tired of the fence bordering the local union's parking lot, across from the union hall, officers decided to do something about it.

In an effort to spruce up the neighborhood and at the same time show pride in their Teamster membership, the local's secretary-treasurer, John S. Mahoney, and other officers decided a mural would liven things up. The painting, done by Ernest Vales and Gilbert Aviles, depicts the wide range of jobs performed by Teamsters within Local 808's jurisdiction—from secretaries at MTA headquarters to railroad workers the local represents at L.I.R.R., P & W, and S.I.R.T.O.A.—along with other union activities, such as picket line duty.



CHARLESTON, WEST VIRGINIA

These Little Pins Mean A Lot

Teamster veterans who'd amassed some 35 years of service each to Teamster Local 175 were honored recently at the local's January 8, 1983 general membership meeting, at which each received a coveted 35-year gold pin with diamond inlay.

Some 26 Teamster veterans were on hand to receive the awards, signifying their years of dedication to the union movement, and were joined in the honor by several other members unable to attend the ceremonies. Their pins were presented by Local 175 President McDonald Smith, also an Eastern Conference of Teamsters policy committee member, who proudly noted that another 53 Local 175 members will join these prestigious ranks in 1983—a real tribute to the dedication of and belief in the union by these West Virginia Teamsters.

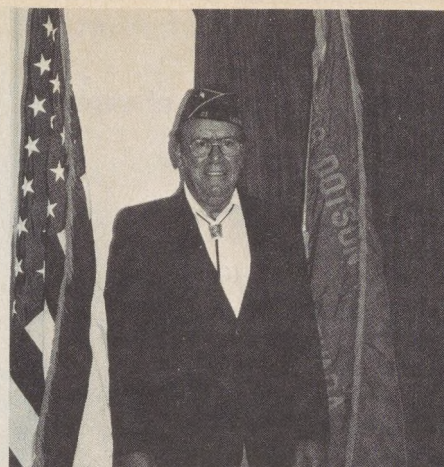


Active IBT Locals

SCARSDALE, NEW YORK

N.Y. Retiree Is New Vegas Legion Leader

Teamster Soft Drink Workers Local 812 of Scarsdale, New York, couldn't be prouder of one of its retirees, Brother Joseph Formica. The Teamster veteran, who chose to settle in Las Vegas, Nev. two years ago after retiring, was recently installed as commander of Dennis Dotson American Legion Post 21. Teamsters are proud that Brother Formica is using his well-earned retirement years, as so many other of our retirees do, to assist another good cause. Guess those years with the Teamsters really helped prepare him for a contributing leadership role.



BROOKLYN, NEW YORK

Teamster's Son Wins Accolades

Steven Silver, son of Teamster Local 707 member and Friedman's Express, Inc. employee David Silver, has received several honors for his outstanding academic achievements.

The high school senior, also valedictorian of his graduating class, was tapped

recently to represent more than 360,000 juniors and seniors recognized by WHO'S WHO AMONG AMERICAN HIGH SCHOOL SENIORS to fly to Hollywood, California, for a three-day visit, during which he served as spokesman for these students.

Steven was the subject of many television, radio and magazine interviews during his visit. Some of the highlights included an appearance on the Merv Griffin Show, and interview for TEEN magazine, during which he addressed a number of topics, ranging from the draft to the threat

of nuclear war to the use of drugs among teenagers.

This Teamster's son made an articulate and distinguished showing on behalf of the nation's high achieving high school students and appears to have been an excellent choice by the group, based on his high academic credentials and his ability to clearly articulate his opinions. Brother and sister Teamsters join his parents in their pride over their son's accomplishments. With a generation of youngsters like him growing up in union families, this nation has nothing to fear for the future.

HARRISBURG, PENNSYLVANIA

Teamster Retirees Are A History Repository

With Congress just recently finished debating the allowability of double trailers on our nation's highways, Teamster brother and sister retirees from Pennsylvania Local 776 remind us that a few years back, doubles were permitted on Pennsylvania highways. In the late 1930s and early 1940s, they tell us and back it up with pictorial evidence, it wasn't unusual to see such trucks traveling the state's roads, hauling gasoline and fuel oil. Three sets were in operation from 1936 into the early 1940s, transporting from Tidewater Petroleum in Philadelphia to Harrisburg, Lancaster, Reading and Collegeville, Pa. This was, of course, in the days prior to regulation.

These rigs could haul 7,100 gallons at a time, had a lead trailer 30 feet long, with a second trailer of 20 feet, used a 1934 GMC Tractor with a heater but no defroster, had a four speed auxiliary four speed transmission, and air brakes, with a top speed of 45 miles an hour.

As of April 6, these vehicles—which had not been allowed on Pennsylvania's highways in intervening years—will again become part of the landscape, as a result of changes in federal law, but Local 776ers didn't want us to think that would be a first.



These facts were brought to light by the very active Retirees Club the local sponsors, which explored the story during a recent meeting.

The retirees' group, formed in 1981, is now 200 members strong and is constantly on the move.

Members use fund-raising activities to help defray the costs of their carefully planned bus trips, which have included a trip to Atlantic City where retirees attempted to "break the bank" and a recent trip to Washington, D.C., to see the cherry blossoms and tour International headquarters.

The rig above is proof positive that double trailer rigs, soon to ply Pennsylvania's roads again, have gone that way before.

These retirees say their meetings are "strictly social" but none of these good Teamster veterans would be adverse to shouldering a picket sign one more time or helping out the local in other ways, we know. Teamsters never retire in their hearts, it seems; that dedication to the union and its goals stays with them as long as they live.

NEW YORK, NEW YORK

Teamsters Win New Pact at TRT

"Hard work" and "solidarity" were credited as the two instrumental factors in Teamster Local 111's negotiation of a successful new contract with TRT Communications Corporation recently.

Teamster Local 111 is "holding firm to maintain its standards of increasing worker wages, benefits and working conditions," said Local 111 president and negotiating committee chairman, Daniel J. Kane, in describing the local's successful bargaining strategies.

Going into negotiations, he added, the company had tried to roll back worker benefits and hold down wage increases. Backed by a united membership, Local 111 officers called a strike and employees walked the line for five days. Workers in New York, Ft. Lauderdale and Louisiana left their jobs at midnight April 1st, Kane noted.

Their militance eventually resulted in a first-rate contract. Workers, in addition to 28% wage increases during the three years of the contract, also received improved health and welfare benefits, increased shift differentials, increased meal allowances, relocation money when transferring, and protective language in the event of company mergers, among other benefits.

The strike itself, Kane adds, was reminiscent of the old-time battles fought by labor. The police in Lauderhill, Florida hired themselves out to the company to protect their property from the pickets. The company-hired off-duty officers would



show up in uniform, badges and with police cars. Scabs were bussed into the plant. In one incident, an irate delivery man rammed through the picket line hitting a number of picketers and throwing one onto the hood of the car. The Local 111 member was beaten and arrested in the incident. Local 111 has set up a Legal Defense Fund in support of their brother, who has been forced to put himself on the line to support and build the labor movement.

Following this incident, TRT Ft. Lauderdale got a restraining order limiting the size of the picket line to four people. This court order was obtained at 8:30 PM on Friday evening without any knowledge by the union of the proceeding.

Support from other Local 111 members, the community and other unions kept the spirit and solidarity building on

Here, displaying the solidarity that helped them win a great new pact from TRT are, from left, Teamster Local 111 members Charlie Sheppard, Tom Whitehouse, John Bertucci and Claude Johnson.

the lines. Many workers gave up their lunch hours to walk the lines in New York and Florida. In Louisiana, a service station operator kept his restrooms open around the clock for picketers. In the so-called anti-union South, passersby shouted encouragement and support to the men and women on the line.

The strike ended when after five long days, the company finally gave in. Local 111 members from TRT have since overwhelmingly approved the new contract with a vote of 163-3.



AUGUSTA, MAINE

Teamster Local 48'er Cited for Bravery

University of Maine at Orono Police Officer George R. Ash, a member of Teamster Local 48 in Augusta, here receives a medal and citation for bravery from UMO Police and Safety Director Alan G. Reynolds.

Ash, a police officer since 1978, received the award as the result of a March 20 fire in a Bangor inn when he entered the smoke-filled building and rescued two men overcome by smoke. Ash also notified the Bangor Fire Department when he saw smoke issuing from the building during a patrol of the Bangor Community College premises. That was quick thinking, brother! Good going.

Active IBT Locals

EUREKA, CALIFORNIA

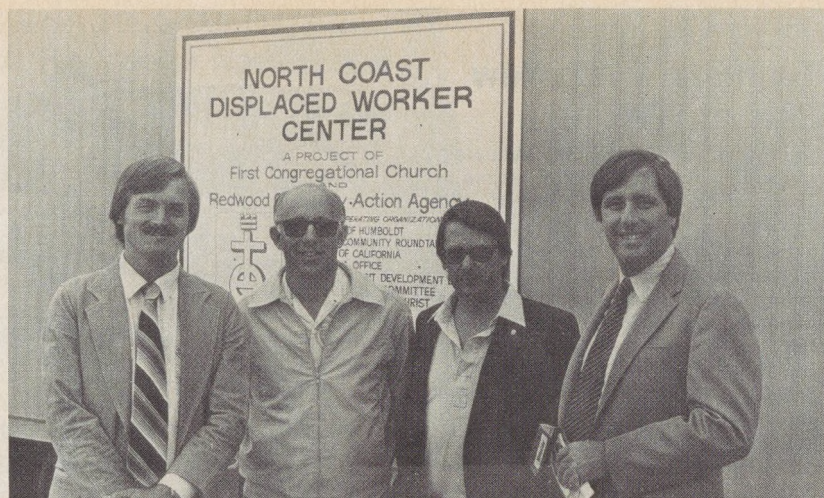
Teamsters Pitch In To Aid Unemployed

In Northern California, an area where "lumber is king" and sawmills and logging operations have long been key industries, the long-term depression in the housing industry has spelled disaster for thousands of workers.

To aid workers caught up by this crisis, Teamster Local 137 members rolled up their sleeves, and in conjunction with area churches, unions and businesses, created the Northcoast Displaced Workers Center.

The center, begun with a grant from the United Church of Christ, provides job placement, interest-free loans for mortgage payments, free legal counseling and job training for Humboldt County residents who have lost their jobs.

Local 137, one of the moving forces be-



hind the center, donated a trailer at its Eureka, Calif., office which, after refurbishing with donated labor and materials, became the center's permanent headquarters. Since last July 29, the center has served as a haven for the unemployed, providing much needed services to grateful workers.

Tom Croft, the center's director, recently presented Local 137 Secretary-Treasurer Ernie Pappas and Business Agent Steve Ruckle with a certificate of thanks for all the Teamsters' help in the humanitarian effort.

With millions unemployed nationally

Above, at the center's dedication, from left, Humboldt County Supervisor Wesley Chesbro, Local 137 Secretary-Treasurer Ernie Pappas, Business Agent Steve Ruckle, and State Assemblyman Doug Bosco, discuss the many ways the center can help workers.

and government resources rapidly being cut back, it's inspiring that Teamsters, such as those at Local 137 and elsewhere in the country, are moving in to fill the gaps and keep unemployed workers from losing everything for which they've worked all their lives.



LONG BEACH, CALIFORNIA

Tank Hauler Lauded As Two-Million-Miler

Teamster Local 638 member John Cure, a driver from Texaco-USA's Los Angeles Distribution Terminal in Wilmington, Calif., recently received a prestigious Two Million Mile Award from the National Safety Council for having safely navigated that distance during his driving career. Cure, a gasoline tanker driver for some 27 years, estimates he's safely delivered over one hundred million gallons of gasoline in that time. He also has shared his expertise by training many of the transport operators currently driving in the Los Angeles area over the years. He's a true credit to the Teamsters.

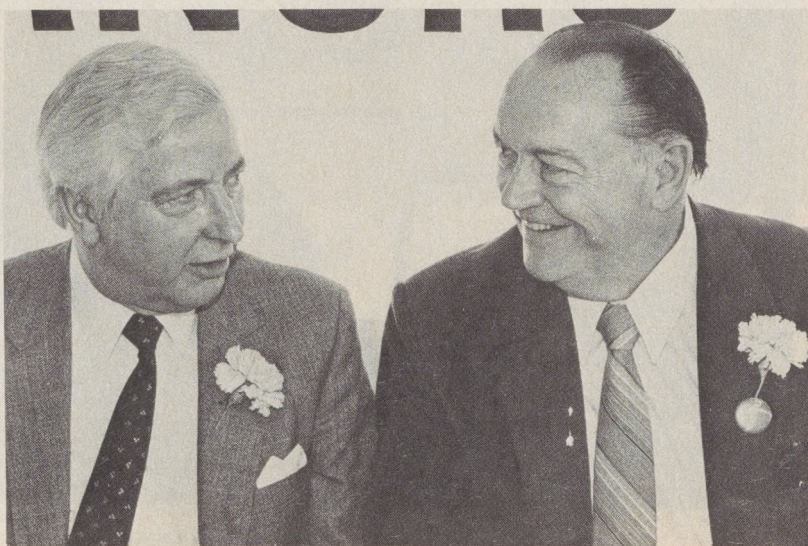
SEATTLE, WASHINGTON

Teamster Leader Hosts Lunch for Governor

Teamsters International Vice President Arnie Weinmeister (right), also president of Teamster Joint Council 28 in Seattle, recently welcomed Washington Governor John Spellman (left) at J.C. 28's annual Labor-Management luncheon, which

benefitted the Catholic Seamen's Club, a home away from home for sailors.

The St. Patrick's Day luncheon, with the governor as guest of honor, attracted some 300 guests, including two out of the three living former governors, and Seattle Mayor Charles Royer, who also is president of the National Association of Mayors. As the result of this latest demonstration of the Washington joint council's 25 year commitment to community service, the Catholic Seamen's Club is now nearly \$2,000 richer.



SOUTHERN, WESTERN AREAS

Teamsters Meet VIPs of Entertainment

Hobnobbing with entertainment stars isn't a normal Teamster occurrence, but you wouldn't know that from these folks. In the past few weeks, Teamsters have encountered the likes of William Devaine, Robert Wagner and Tom Jones.

Teamster Local 270 President Mitchel Ledet and Business Agent Joseph Guidry had the honor of presenting an honorary Teamster membership card to William Devaine recently during that actor's stay in New Orleans. Devaine was there for filming in the Louisiana city of his latest Paramount release, "The Big Easy."

He surprised the Teamsters by telling them this was not his first Teamster membership either. It seems that in his younger days as a struggling actor Devaine had been a cab driver in Chicago, and of course, a proud Teamster.



Out in Napa, California, Teamster Local 490 member and movie production driver, Steve Passalacqua, gets to meet stars every day. Here, he's shown with the star of TV's Hart to Hart series, Robert Wagner, with whom he works regularly, on the show's set in Napa.

Steve says Wagner, a real union supporter, has never forgotten his humble beginnings and, in the words of the movie drivers, is "... a real dream to work with."



Finally in Las Vegas, Nev., Bridgeport, Conn., Teamster Local 191 member Maurice Melito, a shop steward of Valérie's Transportation Service, got the thrill of his lifetime recently.

While on a vacation trip to Nevada, Melito was asked to present the superstar entertainer with a beautiful plaque making him an honorary member of Teamster Local 191 of Bridgeport.

Melito's big moment took place on August 19 at Caesar's Palace, where Jones was performing a two-week engagement. Needless to say, this is one member who was bursting with pride that night to be a Teamster. And as Jones' smile indicates, as one of the best in his field, he's more than happy to join ranks with the best union in the labor movement.



SAN FRANCISCO, CALIFORNIA

Local 216'ers Win Mayor's Merit Awards

Four Teamster Local 216 drivers journeyed to San Francisco City Hall recently, where they accepted Mayor's Merit Award plaques from Mayor Dianne Feinstein for their work as public employees in helping keep the city's streets clean and presentable.

Drivers Pete Goyton, Roy Ray, Jim Sullivan and Jerry Driscoll of South San Francisco Building Material and Construction Teamsters Local 216 were on hand for the honor, while a fifth recipient, Local 216 driver Tom Assereto, was unable to make the presentation ceremonies.

Goyton, a 43-year Teamster veteran, also was the lucky winner of one of two week-long trips to Hawaii for two persons, thanks to his fine record. The awards competition was sponsored by the group, San Franciscans for a Cleaner City.



At City Hall in San Francisco, from left, Local 216 Secretary-Treasurer Dallas Allen congratulates drivers Pete Goyton,

Roy Ray, Jim Sullivan and Jerry Driscoll on the honor.

Active IBT Locals

PHOENIX, ARIZONA

Where There's Trouble, Teamsters Help Out

The recent increase in flooding incidents around the country reminds us in the Teamsters of the many ways our members assist with disaster relief. One incident especially came to mind, a story of Teamster concern that took place last year in the Phoenix area, yet went unsung.

There, Los Angeles Teamster Joint Council 42 joined with Teamster Local 274 and Phoenix, Ariz. Joint Council 3 early last year to transport one million pounds of emergency food and medical supplies to Indian reservations within Arizona, in anticipation of the annual

flooding and heavy snow storms that yearly cut the area off from the outside community.

Spearheading the effort to provide emergency stockpiles for the area were Irwin Brown, representing Joint Council 42, and Local 274 Secretary-Treasurer John T. Blake. Together, they worked with railroads and trucking companies to transport the goods and found Teamster volunteers to convey the goods, unload and deliver the supplies to warehouses around the state.

Here, Charles A. Ott, Jr., director of Arizona State's Division of Emergency Services, presents plaques and letters of commendation to the Teamsters for a job well done. From left to right are: John T. Blake, secretary-treasurer, Local 274; Irwin Brown, J.C. 42 representative; Ott; Teamster Local 274 members Ron Jakubowski and Ron Boyd, and Michael J. Regan, Office of Civil Defense, Los Angeles, Calif. In the aftermath of this winter's devastating flood conditions, there will undoubtedly be more instances of similar Teamster aid on which to report in future editions of the magazine.



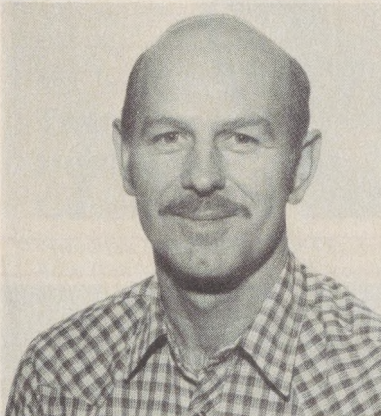
BRITISH COLUMBIA, CANADA

Quick Teamster Action Prevents Fatality

Teamster Local 31 member Don Campbell (right), from Nanaimo, B.C., Canada, can be proud of his quick reflexes. In the early morning hours of last September 26, they saved a life.

Brother Campbell was driving his Kwik-asair Express truck on Jackass Mountain at 1:00 a.m. when a lightning series of events forced him into action.

At right, Brother Campbell; below, the vehicle that hit his truck.



Vancouver native Bob MacIntosh was driving his car over the same road when apparently his attention lagged and the vehicle wandered into the wrong lane of traffic. It would have gone over the embankment, had it not struck Brother Campbell's truck.

Impact from the collision tore the fuel tank from the truck, the fuel caught fire, and MacIntosh's vehicle became engulfed in flames. Without thinking of his own safety, Brother Campbell quickly pulled the driver from the burning wreckage to safety and summoned help.

Without doubt, but for the quick actions of this courageous Teamster brother, Bob MacIntosh would have died in the fiery wreck, evidence of which is shown here, instead of being alive and well today. Teamster brothers and sisters join in commending this selfless act by one of our members.

GEORGETOWN, ONTARIO, CANADA

Teamster Dies From Local 1678

Teamster veteran Victor Shumiga, a member of Canadian Local 1678 of Georgetown, died on December 23, 1982 at the age of 61. Shumiga, a 20 year veteran of the union, had worked for Chubb Industries of Brampton, Ontario, Canada. He will be much missed by coworkers and brother and sister Teamsters.

KELOWNA, B.C., CANADA

In Canada, the Union Label Extends to Western Star Trucks

Since there's no better motto than "Buy Union," it should be noted that one quality Canadian product these days is produced from start to finish by Teamster members of Local 213 up in British Columbia—and that's Western Star trucks.

Canadian Teamsters wrested representation rights at the truck manufacturing plant away from the Machinists back in 1981, and since, have been the bargaining representative for several hundred Western Star production workers under one of the finest automotive contracts in North America.

Western Star conventionals manufactured in Kelowna, B.C., are the only trucks nationally to be completely made by Teamsters, says Canadian Conference International Representative Ed Zimmerman, who notes that each truck is hand-built with "quality as the number one concern. Workers are proud of their workmanship and are proud and enthusiastic to be Teamsters," he adds.

Teamsters Union membership also resulted in another advantage for these Canadian workers. Canadian Conference Director Edward M. Lawson, also a Senator in that country's Parliament, has been assisting Western Star in obtaining international orders for its wares. The Teamsters have been able to influence the External Affairs Department of Canada to encourage its industry and trade commissioners in other countries to promote Western Star truck sales.

Presently there are orders in Egypt, Algeria and Jordan to be filled and Western Star hopes to fill some of these international orders. Thus, the Teamsters Union in Canada is emerging as one of the few unions that will, or is able to, assist



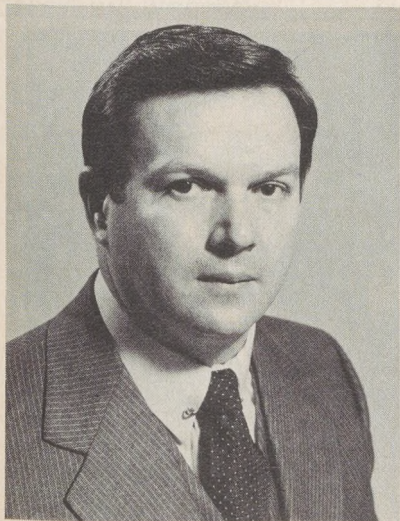
companies at this level of government, and is proving it's ready to go to bat for any company where Teamster members work.

With plant production down and some workers on layoff due to a devastating downturn in Canada's economy, Teamsters hope that through such trade efforts, the plant will one day be able to boast of the production rate of 14 trucks a day once enjoyed.

The plant, in operation since March, 1967, was originally under the White Motor Group of Companies, and manufactured the conventional White Western Star truck. Today, under Canadian ownership, the plant produces conventional Western Star tractors and construction-related vehicles. The company is geared to manufacturing both for the domestic and overseas markets, with right-hand drive.

Production employee Teamsters at Western Star reaffirm the company motto, saying "at Western Star, we build each truck with pride and a constant concern for quality," as they join in urging truck buyers everywhere looking for a quality truck product to "Buy Western Star!"

A quality-built vehicle is the end result of Western Star Teamsters' dedication to meticulous craftsmanship. Each custom built truck rolls off the line only after being subjected to stringent quality controls at every stage of the production process by enthusiastic Teamster Local 213 members.



MILWAUKEE, WISCONSIN

Teamster's Death At 42 Shocks Ranks

Wisconsin Teamsters were shocked recently by the death of area Teamster leader James Jesinski.

Jesinski, 42, was secretary-treasurer of both Wisconsin statewide Teamster Joint Council 39 and Milwaukee Teamster Local 200 before his sudden March 3 death by heart attack.

Jesinski, a widely respected union leader and able administrator, also had served as a member of the University of Wisconsin Board of Regents by appointment of Governor Lee Dreyfus, and as a board member or in another leadership role for other civic and charitable groups, among them the Easter Seal Society of

Milwaukee County, the Milwaukee County Civil Service Commission, the Milwaukee Council on Alcoholism, the Wisconsin Transportation Development Association, the Greater Milwaukee Committee and the Metropolitan Sewerage Commission of the County of Milwaukee.

The Teamster's death came as a sad surprise to national and area union leaders who had looked on Jesinski as one of the up-and-coming Teamster leaders for the future, having seen him competently perform on the Constitutional Committee at the 1981 Teamster convention and as a staff representative for the Central Conference of Teamsters earlier.

All who knew him will miss his knowledge of labor, his skills and his leadership. Teamsters extend their sympathies to his wife, Kathryn, and his children on their loss.

Active IBT Locals

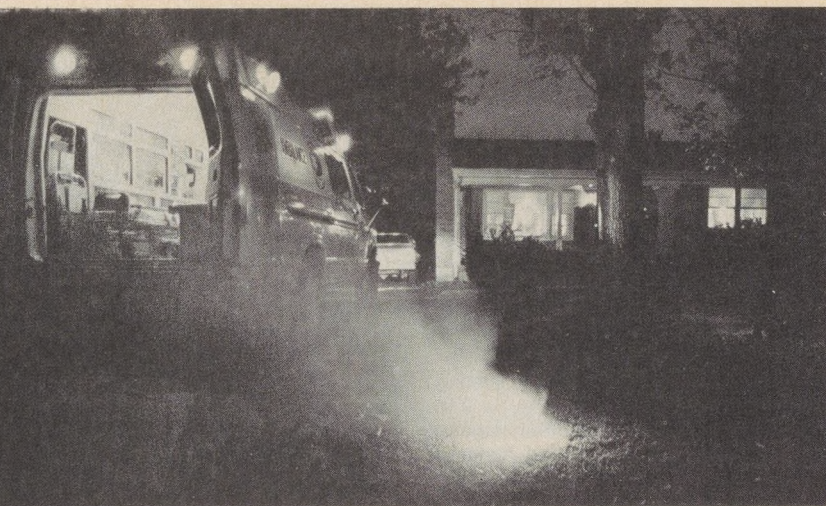
LOUISVILLE, KENTUCKY

Flairs of Life: Help Within Reach

Veteran Teamster truck driver and Louisville, Ky., Local 89 member Michael R. Murphy has amassed a lot of experience during his 20-year driving career. Based on this, and impressed with the value of the rig and cargo drivers are responsible for on the roads, Murphy was prompted to devise a new emergency warning signal system, which one day he'd like to see implemented nationally.

While highway drivers are accustomed to seeing red flares at accident or breakdown scenes, Brother Murphy has refined that system with a copyrighted project he calls "Flairs of Life."

This system, which the Teamster is



marketing, finetunes the information would-be good samaritans or arriving rescue personnel receive by using a two-flare system, red to indicate an obstacle and tell passersby the situation is under control, or yellow, to indicate that there is a need for emergency assistance or identify the locale for rescue equipment.

Murphy says the innovative new safety product, which he is merchandising privately, could be used on the highway or at

home, wherever there's a need for assistance and has already been adopted by the Jefferson County, Kentucky, Board of Education for use by its school bus drivers who saw its utility as a tool for protecting youngsters on school buses.

Who knows, one day the system may become the standard signal system nationally. If so, it all came about because a Teamster cared, saw room for improvement and did something about it.



CHICAGO, ILLINOIS

Blue Cross Teamster Scores Backpay Win

Lynn Pollock, a member of Teamster Local 743 employed at Blue Cross/Blue Shield in Chicago, was awarded \$4,495 in backpay recently after an arbitrator ruled she had been improperly discharged. Here, Local 743 President Donald Peters, also a Teamster International Vice President, and Local 743 Business Representative Muriel Carroll, who handled Pollock's grievance, congratulate her on the victory and present her with her check.

CHICAGO, ILLINOIS

Teamsters Welcome New NAACP Head

During the recent 19th meeting of the Central Conference of Teamsters in Chicago, Ill., Teamsters General Secretary-Treasurer Ray Schoessling (right) had the chance to say hello to an old friend, James M. Kemp, for many years a close associate of Teamsters as a leader in Service Employees Union Local 73 and member of the executive board of the Chicago Federation of Labor. Schoessling here is congratulating Kemp on his recent election as new National Association for the Advancement of Colored People (NAACP) President. With them is Benjamin Hooks (far left), executive director of the NAACP.



FORT DODGE, IOWA

Teamsters Sponsor Political Rally

Prior to last fall's election, Iowa Fifth Congressional District incumbent Tom Harkin received strong support from Teamster Local 650 members, who hosted a fund-raising rally at their union hall attended by 250 supporters from the Webster County area. That support must have helped since Representative Harkin went on to win a fifth term on November 2.

Ohio Senator John Glenn, in what probably was groundwork for his already announced 1984 bid for the Presidency, was a keynote speaker at the event. He probably is hoping right now that similar support from Teamsters and other unionists around the country will give him the staying power to capture the Democratic nomination a few months from now and make his own run for the White House.



Here Teamster Local 650 Business Agent Larry Bogardus (center) welcomes

Senator Glenn (left) and Representative Harkin to the rally.



PADUCAH, KENTUCKY

Representation Gains Members Backpay

Four employees of Ardc0, Inc. in Elkton, Ky., are glad right now they have the Teamsters behind them. After the four were discharged a few months ago for alleged picket line violence, their Teamster local, Local 236 of Paducah, took their case to arbitration where local union representatives could fairly present both sides of the story. An arbitrator agreed that the foursome had been discharged unfairly and ordered them returned to work with full backpay.

Shown here receiving backpay awards, totaling in all some \$16,000.00, from Jesse DuPree, business agent of the Teamster local (far left) are: David Rager, Ronnie Rager, Terry Powell and Rickey Teague.

GREEN BAY, WISCONSIN

Another Great Run For Leukemia Research

Last Labor Day, Teamster Local 75 members met at Silver Lake College in Manitowoc, Wisc., for what has become an annual event—a mass for blue collar workers, followed by the third annual Robert E. Schlieve Blue Mass Run, which netted a hefty donation for an area Blood Research Lab that delves into leukemia research.

With many area runners participating in the day-long event, more than \$5,000 was collected to fight this dread killer.



Above, marathon participants.

Here, at the check presentation, are from left: Jennifer Schlieve; Nancy Lawton of the Blood Research Lab, recipient of the donation; Fred Gegare, president of Teamster Local 75, which hosts the annual event in honor of a deceased former Local 75 officer; Mrs. Robert Schlieve, and Butch Marek, business representative for the Teamster local.



CONSUMERS CORNER

It was the worst snowstorm in 10 years. Joe Nieves knew as much from his aching back. He'd been out shoveling since early morning. That afternoon he was watching "The American Outdoorsman" on TV. Suddenly part of his roof collapsed under the weight of the snow. He worried that his homeowner's insurance policy didn't cover the calamity. He checked his Broad Form policy and saw he was covered, luckily.

If Joe had simple Basic coverage, he'd have been in hot water. It doesn't cover damage caused by weight of snow or ice, or six other perils. Choosing the right homeowner's insurance package and amount insured can save money and headaches.

Usually, homeowner's insurance protects against losses resulting from damage to the house or accidents and includes protection against fire, personal liability and limited theft coverage at a lower cost than if they were purchased separately.

The degree of coverage, type of policy and its dollar amount should be determined with the help of your insurance agent. Experts recommend insuring your home for at least 80 percent of its *replacement cost*, not market value. A "replacement coverage" policy is one offering the amount needed to completely rebuild your house in the event of a loss. Insuring for at least 80 percent of replacement cost will enable you to collect 100 percent of the cost of replacing it in the event of a total loss, provided that cost doesn't exceed the amount of your policy.

If your home isn't insured on the basis of replacement value, you will be reimbursed on the basis of *actual cash value* for restoring or replacing the item. Depreciation is taken into account, so you will receive only a percentage of its replacement value. Know the distinction when shopping for a homeowner's policy.

It's also important to realize that insurance on a home's contents is limited to 50 percent of the home's insured value. There are specified limits of liability for this part of the coverage. It can include \$100 on money and gold and silver coins, \$500 on jewelry, furs and securities and \$1,000 on silverware. For additional coverage, homeowners must purchase specific floaters or riders. All coverage should be updated yearly because inflation erodes its value.

These valuables can be insured separately by purchasing a personal "floater" policy or rider to a homeowner's policy. Coverage can apply to articles, whether they are at home or other places.

It's very important to have an inventory of household furnishings and belongings. A simple list and

description can be helpful. But even more important is to have the purchase date and price or original bills. A professional appraisal of an item can be helpful, since it will expedite a settlement if you have a question of the value of an article. Appraisers can be found in the yellow pages of the phone book.

Homeowner insurance policies differ on their scope of coverage. Some "all-risk" policies cover all perils except those specified as excluded on your home and personal belongings. Still others specify risks.

The Insurance Information Institute, an industry organization outlines three major forms of homeowner policy:

- Basic Form (HO-1) includes 11 perils—fire or lightning, loss of property removed from premises endangered by fire or other perils, windstorm or hail explosion; riot or civil commotion; aircraft; vehicles; smoke; vandalism or malicious mischief; theft; and breakage of glass, constituting a part of the building.

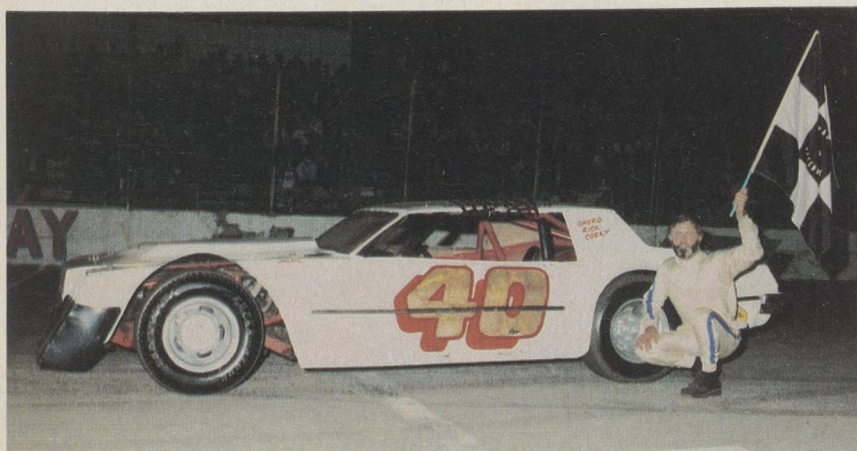
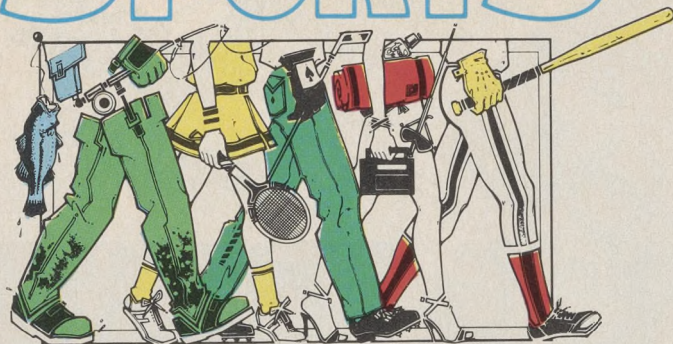
- Broad Form (HO-2) covers seven additional perils; falling objects; weight of ice, snow and sleet; building collapse; sudden and accidental tearing and cracking of steam or hot water heating systems or appliances; accidental discharge of water or steam from plumbing, heating or air conditioning systems and domestic appliances, and accidental injury from artificially generated currents to electrical appliances, devices and fixtures and wiring (TV and radio tubes not included).

- Comprehensive Form also protects the homeowner's car against financial loss resulting from fire, theft, glass breakage, falling objects, flood, missiles, explosion, earthquake, windstorm, hail, water, vandalism or malicious mischief, riot or civil commotion, or collision with a bird or animal. It does not apply to damage in collision with another car or object, or when damaged due to upset.

All homeowner policies have exclusions, the most notable being flood loss. If you live in an area prone to flooding or the possibility, coverage can be purchased from the federal government.

New York publishes a booklet called the Consumer's Shopping Guide for Homeowner Insurance. It lists registered insurers, policies and cost of coverage. For a copy, write Publication Unit, New York State Insurance Dept., Agency Building No. 1 Nelson A. Rockefeller Plaza, Albany, N.Y. 12257. Check your state insurance department to see if it has a similar guide.

TEAMSTER SPORTS



Teamster James A. Aldrich, a member of Flint, Mich. Local 332 and city driver for Blue Arrow out of Owosso, Mich., apparently doesn't get his fill of driving on the job since his avocation is race car driving. Aldrich regularly scores victories on tracks in both Michigan and Ohio, and in fact, garnered 1982 season championship titles at two area tracks—the one-half mile Owosso Speedway and Lansing's one-quarter mile Spartan Speedway. He's pictured here with his latest stock car, a 1982 Buick.

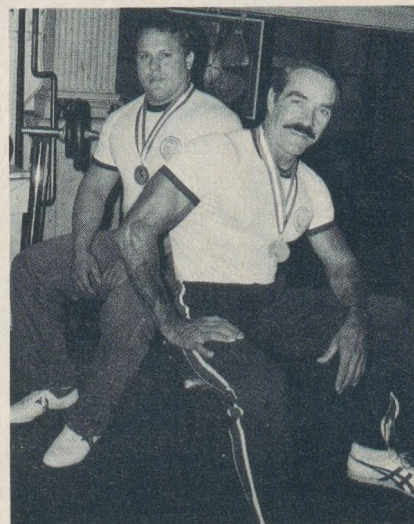


Interstate Brands Dolly Madison Cakes employee Paul Abraham of Fresno, Calif. Teamster Local 431 never saw a Whippet dog (or had to wear a suit, he says) until 1981 when he married a dog fancier who showed the breed. These days Abraham, who's taken over dog handling duties for his wife, can be found in show rings from California to Oklahoma (with suit), giving the professional handlers a run for their money. Here he's shown with one of the couple's top prize-winners, a Whippet puppy that's as yet undefeated in competition.

Bolstering their courage, Chicago Teamster Local 705 members and UPS employees Kevin Smith (left) and George Curcio faced their first parachute jumps recently after receiving hours of pre-flight maneuvering and safety instruction. Here the duo embark on the first of what they say will be many jumps, on a perfect, windless day. Jumping from about 3,000 feet, they say the four-minute drops went off faultlessly, giving them an incredible horizon to horizon view, before depositing them in a nearby corn field.



This fish didn't get away and what a beauty it is! Teamster Local 877 member and Exxon Company Bayway Refinery Assistant Operator Winkie Regan couldn't be prouder of this 12-lb. blackfish snared recently on a fishing trip to Wellfleet, Mass. Winkie, one of 109 women at the Linden, N.J. plant, manages to keep smiling here, although for much of 1982, she and fellow workers faced the possibility of layoffs due to the economic crunch. Behind her in this photo is Sally Rees, another Local 877 employee of Bayway, who also made the trip.



All muscle are police officer Frank Hackett (rear) and Sgt. Chuck Williamson, both Teamster Local 48 members of the Augusta, Maine Police Department, who competed recently at the 1982 International Police Olympics at the University of Texas at Austin and walked off with top honors. Hackett's powerlift program included a squat, deadlift and bench press combination that at 1,802 pounds in 100 degree heat earned him gold medal honors in the 242-pound class. Williamson won a silver medal in the masters division, 165-pound class, and later topped that by taking first place honors in the 165-pound class at the Masters Powerlifting National Championship in Greensboro, N.C. Looks like either of these officers can really pin down a suspect.

JOBS
ERISA
UNEMPLOYMENT
GAS HIKES
BEER FRANCHISING
HOME MORTGAGE
LEGISLATION

Dear
Congress

OSHA
DAVIS-BACON
SOCIAL SECURITY
KEEPING HOBBS ACT INTACT
LABOR-MANAGEMENT
RELATIONS
DEREGULATION

WRITE!

It's up to Teamsters and other good Americans to make our voices heard, to let our legislators know where we stand. If we don't, we have only ourselves to blame for legislation that hurts us.

With the 98th Congress gearing up for action, Teamsters need to keep in mind how severely bad legislation can affect us in terms of jobs, inflation and family well-being.

When we hear of voter apathy and citizen unwillingness to get involved, most often we hear that "one vote or letter doesn't matter much anyway." Wrong! One place we *can* make a difference is by writing our legislators *every time* we feel strongly about a particular issue that affects our livelihoods.

For the most effective correspondence, Teamsters should:

- Address your correspondence to:
Hon. (Your Senator's Name)
U.S. Senate
Washington, D.C. 20510
or
Hon. (Your Congressman's Name)
U.S. House of Representatives
Washington, D.C. 20515
- Write legibly, directly and courteously
- Be brief and to the point, making requests, not demands
- Be informed on the subject you're writing about
- Identify the subject of your letter by bill number or issue
- State the reasons for the position you are taking
- Show how you and brother and sister members will be affected
- Use your own words, not a mimeographed or form letter.
- Request action
- Time your letter, if possible, for greatest impact
- Write a letter of thanks when your legislator's action pleases you

THE INTERNATIONAL
Teamster

DEDICATED TO SERVICE

SUMMER 1983



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THE PRESIDENT'S MESSAGE

THERE'S a tidal wave sweeping across America, that has had me worried for some time, yet shows no signs of subsiding. It's a topic I know that has been the subject for innumerable conversations in union halls and shops around the country and is a cause for concern among us all.

That's the rising tide of imports, a ripcurrent that is currently threatening to drown all of us as its sweeps through key American industries, many of them former bastions of Teamster strength, and bring our national economy down with it in the aftermath.

Look at any American home today. The kitchen alone would be enough to convince you that the time for action is here, what with the endless array of "Made in Taiwan," "Made in Hong Kong," "Made in Mexico," and "Made in Japan," signs blinding you from every toaster, can opener, dish, glass, mixer, coffee-maker and blender in sight.

That doesn't even include the rest of the house, where these days most of the products have come from overseas, in most cases manufactured by American conglomerates and multinationals who have fled to foreign shores to garner tax and other economic incentives, increase their profit margins, and take advantage of substandard living conditions and wage scales in other countries, many of them tiny nations just struggling for independence. Our TVs, tape decks, VTRs, vacuum cleaners, record players, major appliances—they're all produced in part or all overseas and shipped back to us for con-

sumption here in the states, where our more stable dollars allow us to buy these products made at the expense of others.

Well, I say the time has come to put an end to all the nonsense. I believe that with nearly 11 million on unemployment lines, and vital smoke-stack industries like steel and automobiles idle, that we have to do something.

In today's tough economic times, it's not enough to tell our members just to "Buy American." As I told the Teamster general executive board just days go, we cannot allow this country to become the "dumping pool of the world."

I believe we must keep the concept of free trade, but say now that it's time we demand fair trade as well. We must, in defense of American workers—Teamsters among them—call for restrictions on trade with those countries that blatantly, abuse fair trade policies.

We need fair limits on trade, and a more balanced trade policy that monitors such activities more closely, if we are to restore competitiveness to the national economic arena.

With fair limits and a little help from the government, I honestly believe we will be able to help American companies regain their footing in world markets and again provide jobs for millions of currently unemployed Americans.

Fraternally,

Jackie Presser

From the
General
President



Jackie Presser

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

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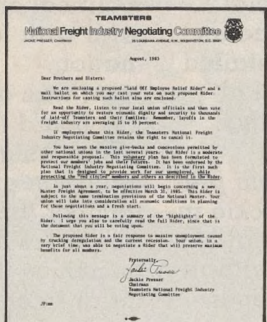
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Lively Presentations Highlight Boston G.E.B. Meetings

The General Executive Board held its regular quarterly Board meeting in Boston last month coinciding with the National Warehouse Division meeting. In his report to the Board General President Jackie Presser began by saying, "I want to be thorough and accurate in all my undertakings as your General President and I particularly want the Board to be informed at all times of all my activities." The General President went on to say, "I hope that all of us will take an active and involved interest in all areas of concern to this Board and our general membership."

The full agenda of items included an unprecedented appearance by Secretary of Labor Ray Donovan, who told the Board that he has an excellent working relationship with Jackie and he hopes that the Board will avail themselves of his staff in trying to rectify problems concerning Teamster affiliates and members throughout the country. It was pointed out that the Labor Department has key assistants and staff in ten regional offices to serve the Teamster membership and encouraged the Board to make contact with these officials.

Donovan also underscored that the Reagan administration wants very much to work with labor. He pointed out that he believes the President has done much to turn the economy around by lowering inflation and interest rates, and that the number one Administration priority is lower unemployment and getting all Americans back to work.

The Labor Secretary also complimented President Presser on his appearance before the

Senate Labor Committee and pointed out that he, more than anyone else, knows how difficult it can be to face an hours-on-end grilling by Senators from both sides of the aisle who expect their witnesses to have all the answers available.

In the course of the Board meeting new Vice President Harold Friedman was sworn-in, and Jackie brought the members up-to-date on his first three months in office and all of his meetings with labor leaders, members of Congress and the Cabinet, others from official Washington, business leaders and the press. He also detailed changes he has instituted at IBT headquarters, including personnel and policy.

In a change of pace from previous board meetings, Jackie introduced giant display boards, which presented, along with reports from every major department at the IBT, key changes that will assist in streamlining and conserving costs in Washington. The department presentations by individual directors included Communications, Government Relations, Legislative and DRIVE, Education, Research, Economics and Safety and Health.

Imports, deregulation, DRIVE and legislation were key topics throughout the Board meeting. Presser indicated that these would be pivotal areas of his administration in coming months.

"America should not become the dumping pool of the world," he told the Board. Resolving that Teamsters will do whatever is necessary to curtail the critical import situation in this country, Presser pointed out that there must be a limit on foreign trade so that we can put

our people back to work.

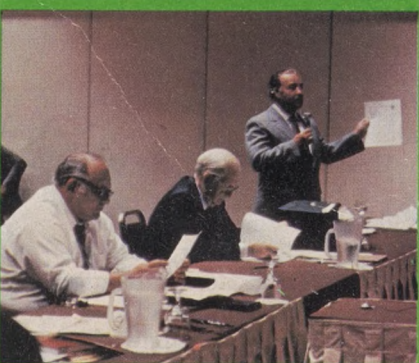
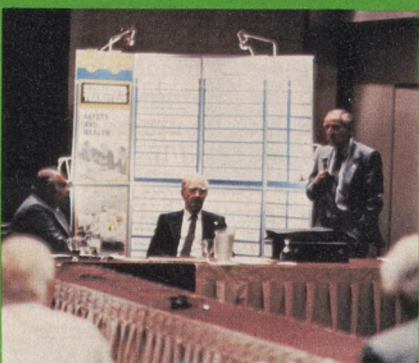
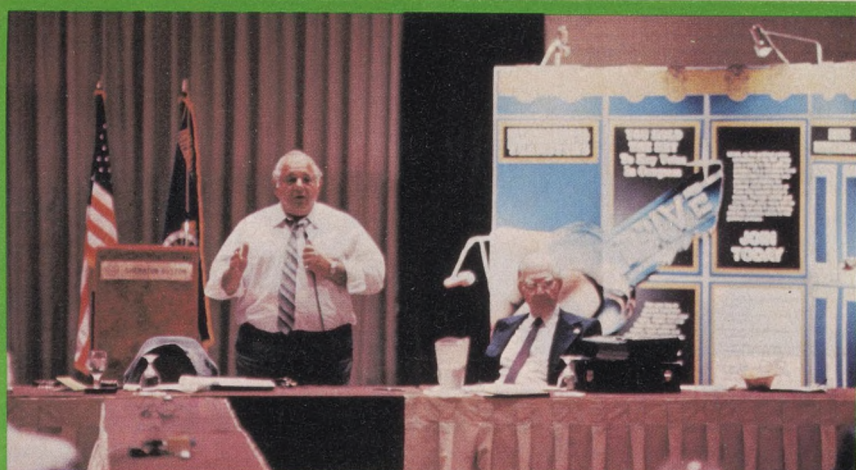
"It just does not make sense to me that our elected officials do not want to protect this important economic area of our nation," Jackie concluded.

Regarding DRIVE, Jackie said that in the past much has been said about revitalizing and reactivating, but now we finally have the ball rolling and efforts are well underway to enhance membership check-offs. He stated that it was a personal commitment of his to see that DRIVE becomes a real viable political entity and political arm with force throughout the nation.

It was announced to the Board that Congressional oversight hearings on deregulation are scheduled for September, and that at that time the IBT will again attempt to convince the Congress of their error in enacting deregulation and to halt any anticipated actions toward total trucking deregulation. Jackie also stated that much had been done in the past three months to convince the Administration of this necessity and that recent signs were promising for some reversals in deregulation policies.

The Board was told that issue would be monitored closely in the coming months and that legislative matters in general would be followed more closely with increased Capitol Hill contacts and follow-through on legislation important to Teamsters and their livelihoods.

IBT Secretary-Treasurer Ray Schoessling presented a complete overview of the financial state of the union. In addition, the Board was presented backup materials and reports from all the IBT departments on quarterly activities.





An Invigorating Warehouse Session

"For almost twenty years we have been taking it in the face of attacks from our critics and anti-union enemies. Your general executive board has decided now is the time to rejuvenate this union and come out swinging. We must change with the times; become open to new approaches, new ideas. If we want it to work, we need your input," said IBT Vice President Joseph Trerotola. "Problems will not disappear by ignoring them; they must be faced head-on: in trucking, warehousing, the industrial sector and elsewhere. The issue recently has been jobs versus more pay, and jobs have won. The Teamsters are the barometer," he added. "Our success will help the labor movement; drains will hurt all."

"We have to forget how we did things yesterday," added IBT Vice President Don Peters. "We have to find new ways, new techniques. Teamsters are not limited in jurisdiction; we can organize anything; that is how we are going to expand!" he affirmed.

"This International Union is going to get back on its wheels," IBT Vice President Maurice R. Schurr pledged. "General President Presser is a real workaholic and that's what we need in this great organization today!"

These were but a few of the remarks during the recent Teamsters National Warehouse Division meeting that heralded

a new trend in our union—a revitalization of our organization and a return to basics.

Nearly 800 delegates, alternates and guests assembled in Boston, Mass., for the 32nd Warehouse meeting caught the spirit and by week's end were recommitted to providing the best service to members available in the labor field today.

A highlight of the four-day meeting, which ran concurrently with the Teamsters' quarterly general executive board meeting the week of July 17, was a gala testimonial dinner given by delegates, guests and Teamster officers for retiring Warehouse Division Director John Greeley. The dinner culminated a week-long commemoration of Greeley's tremendous service to the International during his 18-year tenure as Warehouse Director and his nearly 50 years as a member and officer in the Teamsters.

Chairman for the four-day Warehouse meeting was International Vice President Robert Holmes, also the new director of the Central Conference of Teamsters, who was assisted at the podium by Temporary Chairman Greeley and Jack Jorgensen, president of Teamster Joint Council 32.

Hosts for the week's activities were Teamsters International Vice President William McCarthy, his Boston Local 25, and the Teamsters affiliated with Joint Councils 10 and 64.

With a new Teamsters' president at the helm, Greeley's im-

pending retirement, and an issue-packed agenda, delegates were kept busy during the week, not only discussing problems of their craft, but addressing issues facing the union as a whole and the labor movement on the world scene such as the growing threat posed by a "global economy" and multinational operations.

A host of speakers were on hand for the Massachusetts session, including General President Jackie Presser and General Secretary-Treasurer Ray Schoessling, Teamster Vice Presidents George Mock, Sam Provenzano, Joseph Morgan, Edward Lawson, Arnie Weinmeister, Andy Anderson, Louis Peick, John Cleveland, and Walter Shea, and International Trustee Jesse Carr, in addition to Vice Presidents Trerotola, Peters, and Schurr.

Others addressing delegates to the warehouse meeting included Massachusetts State Senator Joseph Walsh; Curtis McClain, of the International Longshoremen's & Warehousemen's Union; Kenneth Moffett of the Major League Baseball Players Association; Charles Levinson, secretary-general of the International Federation of Chemical, Energy and General Workers Union; Labor-Management Consultant Wayne Horvitz, former head of the Federal Mediation and Conciliation Service; Joint Labor/Management Committee member Bill Bedell; Industrial Relations Arbitrator, Dr. Frank X. Quinn;

Teamster Legal Counsel Gerry S. Miller, and retired Butcher's Union leader Leon Schacter.

Giving reports on the health of the warehouse industry were Peter Moslinger from the Canadian Conference; A. W. Parker from the Southern Conference; C.W. "Bud" Smith from the Central Conference; Bob Sims from the Eastern Conference, and Jerry Vercruse from the West.

Reporting on recent activities within the International Union were Safety and Health Director R.V. Durham, Legislative Director Dave Sweeney, Director of Economics Norman Weintraub, Director of Education Art Kane, and Industrial Trades Division Director Joseph Konowe.

Keynote speaker for the warehouse sessions was General Secretary-Treasurer Schoessling, who in a rousing speech to delegates, exhorted them to join ranks behind our new Teamsters general president.

"If it's going to take a better product to sell unionism today, then we just have to convince our workers that our product is the best. . . . We will be developing the programs and the initiatives to help you do that, and we will be there, aggressively organizing," he said.

"Tomorrow is ours," Schoessling concluded, "if we but accept the challenge. Together, we can do it."

If beginnings set the tone for

a meeting, then endings can surely conclude them with style and zest. So, too, it was with the 32nd Warehouse Division meeting, which concluded with a testimonial dinner for John Greeley, keynoted by General President Presser.

In his first major Teamster address, he gave them his vision of the Teamsters Union today, his goals for it for the future, and his opinions on how these ends could be achieved.

"We do not have a product to sell, just service and quality for people who work for a living!" Presser told the group, but "we are 80 years old, truly an American institution.

"We, the Teamsters, have been standard-bearers for working people of the United States.

"We are going to stand up and be counted," he added.

"We have been on the downgrade so long, it's about time we get back on top of the hill."

Noting that times are, indeed, tough for many brothers and sisters currently on unemployment or layoff, Presser promised warehouse delegates a new battle cry.

"Interest rates are down," he noted. "Inflation is down. Our new battle cry will be 'Teamsters do not want imports; Teamsters want JOBS!!' "

"Your general executive board is here to provide education, service, represent you politically, provide scholarship programs for your children, many needs of the one in nine who look to us to do that.

"Going into the 21st century, we may have been battered and beaten, but have never been stronger than we are now," he told delegates.

Between that optimistic beginning and rousing ending, of course, a lot of business transpired. Delegates saw a new side to their officers. Teamster Vice President Joseph Trerotola perhaps said it best:

"There's a new spirit beginning to emerge from the union, a renewed optimism and dedication." And there is!

ACCOLADES

Delegates to the 31st Teamster National Warehouse Division were enthusiastic in their appreciation for the long service given by Director John Greeley and also welcomed new Teamsters President, Jackie Presser, on board with a number of resolutions: Brother Greeley was commended with:

- Citations for meritorious service from the Massachusetts House and Senate;
- A resolution by the Warehouse policy committee lauding his long years of service;
- An impressive inscribed Waterford crystal bowl, along with a resolution of appreciation from Teamster San Francisco J.C. 7;
- An award of appreciation

from the National Easter Seal Society honoring his contributions;

- And finally, from Warehouse delegates, a special plaque of love and appreciation, along with the gift of a trip to Ireland upon his retirement.

Special thanks went from the Teamster board and Warehouse delegates and officers to Vice President Billy McCarthy and Massachusetts Joint Councils 10 and 64 for the fantastic welcome extended all during the visit to Boston. It was a great week, made even better by some warm New England hospitality.



Below G-S-T Ray Schoessling, V.P. McCarthy, G. President Presser, and V.P. Holmes admire plaques presented Greeley by State Senator Walsh.





Greeley Dinner—A Grand Irish Bash!

One of the highlights of the week in Boston was the dinner honoring Warehouse Division Director John Greeley, at which this irrepressible and much loved Irishman was feted by delegates and guests, as well as the entire Teamster general executive board.

Several special guests also were on hand to wish Brother Greeley well, among them Secretary of Labor Ray Donovan, Boston Celtics Coach Red Auerbach, a personal friend of the Teamster, and Gloria McDonald of the National Easter Seal Society who, accompanied by poster child Mary Sacco, thanked the Teamsters and especially Greeley for their aid.

A highlight of the evening was the first formal address of new Teamsters President Jackie Presser, who by his own admission, "was taught what it was to be a union officer representing and negotiating for ware-

housemen more than 20 years ago on an A&P strike line by John Greeley."

Labor Secretary Donovan, who shares the Irish roots of Brother Greeley, brought a special congratulatory message from another Irishman, President Ronald Reagan.

"It makes me prouder than anything to be here honoring another son of Ireland. Anyone who spends 50 years in the labor movement has to have touched thousands of souls, tens of thousands of families. You can go happy into retirement, John," Donovan added, "knowing you did God's work in their behalf."

Addressing the delegates, Donovan added, "View your union with all its warts, but also view your union with pride . . . as an organization of old form and substance and new possibilities."

Celtics coach Red Auerbach injected a few light moments

into the festivities with his recollections about John Greeley and some insights into locker room logic. Noting that Teamsters are great motivators, he said he, too, has to motivate his personnel, the only difference being that for what we negotiate for one shop or even ten shops, he sometimes has to pay one kid to play for him. "You're honoring a real humble, down-to-earth guy tonight. That's a tribute to you and him," he said.

Perhaps the best of the many accolades to Greeley was one from the heart, expressed by Dr. Francis X. Quinn, an industrial relations mediator. "A labor leader, no matter what the odds are or how difficult the job, exercises his professional responsibility, uses the talent he has, prays he sees what he is supposed to see. You have honored a great man here. Be like John Greeley."

Employee Relief Rider Goes To Members; Can Help Unemployed

Officers of locals affiliated with the freight divisions of the five Teamster Area Conferences met August 15 at individual sessions around the country to discuss and vote their approval for the proposed Voluntary Laid-Off Employee Relief Rider, which would amend applicable Local Cartage and Over-The-Road Supplemental Agreements to the 1982-1985 National Master Freight Agreement.

The Rider, formulated by the Teamsters National Freight Industry Negotiating Committee, is seen as a logical, necessary solution to the high unemployment that has been plaguing the trucking industry since the industry was deregulated in 1978.

Teamsters General President Jackie Presser met with the delegates at the Central Conference of Teamsters in Chicago, Ill., to discuss the Rider and its

impact on our members, if enacted. At other meetings around the country, Teamster vice presidents were lending similar support to the proposal.

With approval of the Rider by Teamster officers in the field, the Rider proposal is now being submitted to the affected membership in the freight industry for their approval. If approved, the Rider will then become a part of the Teamsters' National Master Freight Agreement.

This "Laid-Off Employee Relief Rider" is an opportunity to restore economic dignity and security to thousands of laid-off Teamsters and their families. This voluntary plan has been formulated to protect our members' jobs and their futures. It has been endorsed by the National Freight Industry Negotiating Committee.

It is the intent of this Rider to enable employers signatory to the National Master Freight Agreement to participate competitively in the deregulated market, thereby providing increased employment opportunities under the agreement. This Rider shall apply to all traffic, excluding Iron and Steel tariff items.

TEAMSTERS
National Freight Industry Negotiating Committee
25 LOUISIANA AVENUE, N.W., WASHINGTON, D.C. 20001

JACKIE PRESSER, CHAIRMAN

August, 1983

Dear Brothers and Sisters:

We are enclosing a proposed "Laid Off Employee Relief Rider" and a mail ballot on which you may cast your vote on such proposed Rider. Instructions for casting such ballot also are enclosed.

Read the Rider, listen to your local union officials and then vote for an opportunity to restore economic dignity and security to thousands of laid-off Teamsters and their families. Remember, layoffs in the freight industry are averaging 25 to 35 percent.

If employers abuse this Rider, the Teamsters National Freight Industry Negotiating Committee retains the right to cancel it.

You have seen the massive give-backs and concessions permitted by other national unions in the last several years. Our Rider is a moderate and responsible proposal. This voluntary plan has been formulated to protect our members' jobs and their futures. It has been endorsed by the National Freight Industry Negotiating Committee. It is the first such plan that is designed to provide work for our unemployed, while protecting the "red circled" members and others as described in the Rider.

In just about a year, negotiations will begin concerning a new Master Freight Agreement, to be effective March 31, 1985. This Rider is subject to the same termination provisions of the National Master. Your union will take into consideration all economic conditions in planning for those negotiations and a fresh start.

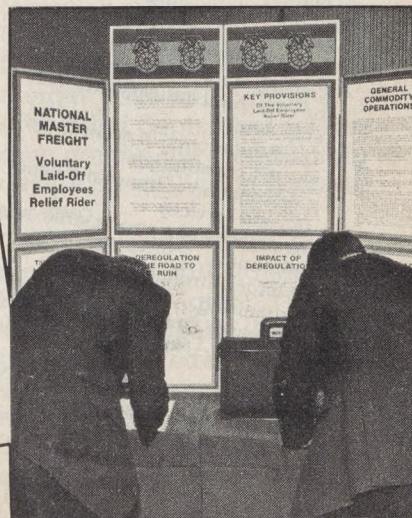
Following this message is a summary of the "highlights" of the Rider. I urge you also to carefully read the full Rider, since that is the document that you will be voting upon.

The proposed Rider is a fair response to massive unemployment caused by trucking deregulation and the current recession. Your union, in a very brief time, was able to negotiate a Rider that will preserve maximum benefits for all members.

Fraternally,
Jackie Presser

Jackie Presser
Chairman
Teamsters National Freight Industry
Negotiating Committee

JP:mmm



TEAMSTERS EXTEND AN INVITATION

ONLY A FIRST CLASS UNION CAN GET YOU A FIRST CLASS CONTRACT



As you are aware, the International Brotherhood of Teamsters attended your recent convention and has offered the International Typographical Union a merger with the 1.8 million member IBT.

Teamsters General President Jackie Presser laid out the advantages of such an affiliation. These include:

- Union identity—ITU's proud heritage will continue.
- Pension stability, flowing from a broader print industry membership base.
- Local autonomy, in accord with the IBT constitution.
- Continuation of important benefits and services.
- Availability of a strong strike benefit fund.
- A larger, stronger base for organizing.
- Increased strength at the bargaining table—More clout when you bargain.
- Access to key IBT facilities (such as our Legal, Legislative, Government Relations, Education, Research, Communications, Eco-

nomics and Retirees branches at headquarters).
(PLUS, access to the five area conferences, many trade conferences and trade divisions, 44 joint councils and other 709 local unions affiliated with us, and all their in-house service facilities).

Why Teamsters?

Weigh the IBT's diversity of craft, size, established facilities in the United States and Canada, dedication to retiree programs and facilities, and strength; then decide.

With the IBT you get more for less.

Average IBT dues to the membership are about twice your hourly pay. Your local will pay less to the International Union in per capita (currently \$4.15/month per member). Our area conferences are supported by 20% of your monthly per capita tax from the International with locals affiliated with an area conference paying a minimum 10% a month per member to avail themselves of many varied services. THE REST GOES BACK TO YOUR LOCAL TO PROVIDE EVER BETTER SERVICE TO YOU, THE MEMBERS.

We think it's one of the best buys for what you get.

TEAMSTERS!!!
AMERICA'S #1 UNION

The International Brotherhood of Teamsters, proving that it's no stranger to innovation, last month made an interesting proposal to the International Typographical Union. Teamsters General President Jackie Presser, appearing at ITU's annual convention at the invitation of the union's officers, offered delegates an alternative to a proposed merger with the Newspaper Guild, in the form of a bid to join forces with the 1.8 million members of our union.

Presser addressed ITU delegates August 8, urging them to vote, not against a merger with the Guild in September, but FOR representation by the best union in the labor field today.

Earlier, Presser had sent TITAN messages to all Teamster locals in the newspaper industry, urging them to share with their ITU brothers and sisters the advantages and benefits of being a Teamster.

When he appeared before convention delegates, he brought them detailed books describing the advantages of any potential merger with our union and the utilization of Teamster services that would be made possible. Presser recounted some of these, including tremendous clout in organizing and bargaining and access to such specialized Teamster branches as a retirees' division, an in-house legal staff, and an array of education, communications, legislative and research services.

Presser, on behalf of members, welcomed ITU's 70,000 American and Canadian members and retirees to our ranks, should

INVITATION TO ITU MEMBERS

they want to join, noting the historical unity between the ITU and the Teamsters on picket lines and in strike situations in the print industry in the past. Presser urged ITU members to join with a union that could help them keep growing. "We want to make you part of the Teamster family," he said.

Adding that it's true the Teamsters Union is not an AFL-CIO affiliate, Presser said, "You bring the first AFL local to my office and ask him or show me if we have not supported our brothers and sisters on the picket lines!"

We can give you strength as "automation" decimates the "print industry" and diminishes other international unions. And a merger could be good for Teamsters, too, as he noted.

"I was stunned," Presser added, "when after being invited to address this convention, I started to survey and found out the tremendous amount of unorganized in the print industry of this country. And one of the first mandates I laid down to my general organizers was to start to survey the areas that they come from, because I want an in-depth report on the unorganized print industry of this country. And I am stunned by the amount of unorganized newspapers in America. Print shops across this country, magazines, periodicals, to whatever have you, are still unorganized. And we at the Teamsters are going to represent that industry!" he affirmed.

"I am not opposed to the Guild," Presser told delegates. "But when you get down to the bottom line, the Guild looks to the Teamsters and to the rest of the labor organizations when they go to the bargaining table and I do not think there is a union in this room that cannot tell you or would not say that we of the Teamsters are strong.

And we want to stay strong and we want to get bigger.

"You do not go to the bargaining table with an employer of a company any more," he reminded delegates. "You go to a bargaining table with some of the sharpest attorneys in America. They know what they can do and how to get around the contract . . . They think twice before they take a strike with the Teamsters and now they will start to think three times before they take a strike with the Teamsters because your international union is not the only international union that now wants to join the Teamsters.

"We have done the job in the Teamsters," he affirmed. "You all know what our contracts are. You know what we get for our dues. You know the benefits that we give our people. You know about our pension plans and our health and welfare.

"We have been down the road too long and too much together for us to be divided now," Presser added. ". . . I have come because I want to say to you that I feel you owe an obligation to your membership. To the families that have to be placed where they can get the best future going for them, and the Guild, unfortunately, does not have the massive programs you find in those books."

"We are offering to you to become members of our international—not to pay more, but to pay less," Presser commented. "We do not want to take away your identity. We will give you a national division. You will be recognized as the ITU under our banner. We will do the same in Canada. . . . We want you to join us for the future of the labor movement. We want you to be a strong, viable entity. We do not want this industry to go down the drain," he noted.

And in perhaps the most candid and true remark of a long

speech, he warned: "You get cheap, you will be served cheap!"

"One thing I want to make very clear. We are here to serve you. We are not asking to take anything. We want to give you something. We want to give you what is really needed in the labor movement. Let us get back together," Presser said.

"You are going to go to the bargaining table with the Teamsters from now until the day that we pass on. We are all part of the same industry, the print industry. We will be with you whether you come with us or whether you do not come with us. But we do want you to become part of the Teamsters."

Presser also brought with him Canadian Teamster Louis La-Croix, president of Montreal Joint Council 91, who discussed the issues facing ITU with delegates in their native French and told them what Teamsters membership offers Canadian Teamsters nationwide. His was a very persuasive presentation.

Reaction to the offer, both among Teamster affiliates and the ITU membership, was overwhelmingly enthusiastic. Perhaps the most definitive proof of that was the August 13 announcement that, heeding the will of the memberships, the International Typographical Union and the Newspaper Guild had decided to end their merger talks and cancel a scheduled September referendum among the membership to decide on affiliation between the two.

"Our overture to the ITU membership still stands," Presser noted later. "This action conceivably opens the way for prospective Teamster/ITU talks. We will be communicating with ITU locals, chapels and members to acquaint them with our union. We think we have a package to interest them."

Robert Holmes Is the New Central Conference Director; Other Changes Are Announced As the IBT Gets on the Fast Track

Teamsters International

Vice President Robert Holmes of Detroit, Michigan, has just been

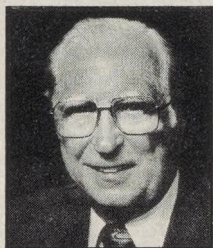
named by Teamsters General President Jackie Presser as the new International Director of the Central Conference of Teamsters.

Holmes, whose appointment was announced May 18, succeeds former Teamsters General President Roy L. Williams as head of the 13-state mid-western Teamster region.

"Recognizing Brother Holmes' many years of substantial contributions to this great union, we can all take pride in having a man of his stature in such a leadership position in the Central Conference," Presser said, in announcing Holmes' selection.

"He has always delivered for his members in Michigan and I am counting on him to display the same aggressive style as head of the area conference. From my years of work with him as a fellow conference officer, I know he will be an asset to all Teamsters in this position."

Holmes, for many years a trustee and policy committee member of the Central Conference, also serves as chairman of the Teamsters National Warehouse Division and is president of both Michigan Teamster Joint Council 43 and



Detroit Teamster Local 337.

He also is a member of the National Food Industry Joint Labor Management Committee and has sat on numerous governmental and civic advisory panels.

In addition to Vice President Holmes' appointment, a number of other key appointments have been announced since General President Presser took office, among them the appointment of a new International vice president, the establishment of two new Teamster national divisions, the appointment of a new co-chairman for the Teamsters United Parcel Service national negotiating committee, and a number of departmental changes at IBT headquarters.

On June 27, Cleveland Local 507 Teamster leader Harold Friedman was named by General President Presser as the new 16th vice president of the International Union. Friedman's nomination was confirmed by the Teamsters' general executive board when it met in Boston in mid-July.

Friedman, a 25-year union veteran, also serves as a vice president of the Ohio Conference of Teamsters and as vice president of Ohio Joint Council 41. The Ohio Teamster began his labor career with Interna-

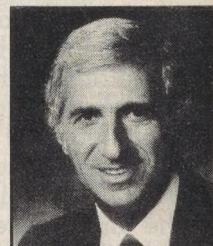


tional Bakery Workers Local 19, but was instrumental in the late sixties in helping form Cleveland Local 507 as a miscellaneous Teamster local. Noting that Friedman had delivered some of the best benefit and pay packages possible to Ohio Teamsters over the years, Presser said of the appointment, "Now I will ask him to join me and the Teamster general executive board in delivering the same ambitious programs to every member of this union."

One of the most exciting prospects in recent weeks came with Presser's announcement that he was establishing a new Teamsters' division, the Newspaper Drivers Division, to be headed by Local 473 Secretary-Treasurer Carmen Parise.

Shortly after the division's formation, the International Brotherhood of Teamsters announced that it planned to make merger overtures to delegates of the International Typographical Union at their meeting in San Francisco the week of August 8.

The new division consolidates into one IBT affiliate hundreds of Teamster locals across the country with contracts and bargaining interests in the graphic arts, newspapers,



press, printing and publications. A preliminary survey of some 150 Teamster contracts on file at the International showed that benefits are good across-the-board in this field. Should the prospect of an ITU merger prove fruitful, it would leave the door open to negotiating at some 1,200 unorganized newspapers alone, without even counting printing operations that could be brought under contract. Clearly, this field's wide-open for Teamster organizing and is one affiliates plan to enter rapidly and enthusiastically.

Two other Teamster International divisions also underwent change recently, when Airline Director Norman Greene was appointed by the general president to head a new Teamsters Department of Retirees Affairs at headquarters, thus making this affiliate a full-service adjunct of the International Union.



Greene immediately swung into top gear as director, ordering affiliate charter and membership certificates, urging retirees to form chapters around the country, and beginning a special Retiree Newsletter, at Presser's request. Retirees, obviously, will remain a top priority of the IBT, with many exciting programs already in the planning stages.

In a related area, it was announced in July that Greene, as director of the Department of Retiree Affairs, also has accepted a post as an executive board member of the National Council of Senior Citizens.

As a member of this influential group, Greene will be able to present senior Teamsters' views on a number of national issues and help influence legislation affecting senior citizens as NCSC lobbies before Congress, the administration and governmental bodies in their behalf.

Succeeding Greene as Director of the Teamsters Airline Division is William Genoese, president of New York Teamster Airline Local 732, certainly no stranger to the industry.



Genoese, a frequent expert witness on the union's behalf at Congressional hearings affecting airline industry workers and a militant advocate against the damaging effects of airline deregulation on this vital American industry, is expected to be an active and progressive leader of this key Teamster segment.

Another national appointment made by General President Presser recently was the naming of Teamster Local 348 Secretary-Treasurer Dan Darrow to serve as co-chairman with Presser of the Teamster United Parcel Service National Negotiating Committee.



As co-chairman of this committee, which represents one of the largest segments of the Teamsters' membership, Darrow will face some tough challenges. Nearly 100,000 UPS Teamsters will be looking to him to aggressively state their case to management and win for them the top-notch contracts they've come to expect.

A number of other changes within the IBT have been made at the departmental level at headquarters as well.

Paul Locigno, research director for the Ohio Conference of Teamsters was named as the Director of Government Affairs late in May, while IBT DRIVE Southern Field Coordinator Wallace Clements was elevated to Di-



rector for DRIVE activities at IBT headquarters.

Locigno is charged with working with the various governmental agencies and commissions and seeing to it that Teamster viewpoints are well represented. His department coordinates and oversees activities with the Legislative Department, DRIVE, the IBT Information Center and the Research and Economics Departments.

Clements' charge is to beef up the union's political action program, DRIVE; to direct the activities of all area DRIVE coordinators, and to encourage all Teamster locals, officers and members to actively support DRIVE nationally through fund-raising campaigns. One hundred percent DRIVE participation by the time of the 1984 elections is Clements' immediate goal.



Several other departments at headquarters also have undergone change, including the IBT Education, Economics, Information Center and Research Departments.

IBT Education is now under the directorship of Art Kane; Economics under the authority of Norman Weintraub; the Information Center, consisting of the Library and Archives facilities, under Ann Thompson; and a revamped Research Department, under the authority of a newly hired director at the IBT, Mary Ann Keefe. Keefe, a former researcher at the Library of Congress, comes to the International with 17 years' experience in the research field and plans to concentrate her efforts on legislative and safety issues primarily, providing necessary adjunct services to the IBT legislative and governmental affairs departments.



New Teamsters General President Jackie Presser took office on April 21, 1983, and since then, things haven't been the same—for the IBT staff, for our officers in the field, or for the members, who have seen and felt the new directions and new energies coming from headquarters.

The International Brotherhood of Teamsters, always one of our nation's most vibrant, dynamic, innovative unions, under Presser's command has looked the nation straight in the face and proclaimed, "We're the best and we're going to stay that way. Where there are shortcomings, we will correct them. Where we can improve, we will. But this union WILL stay the biggest and the best in the United States and Canada because we are here to serve our members and if they get the best from us, they will keep us on top."

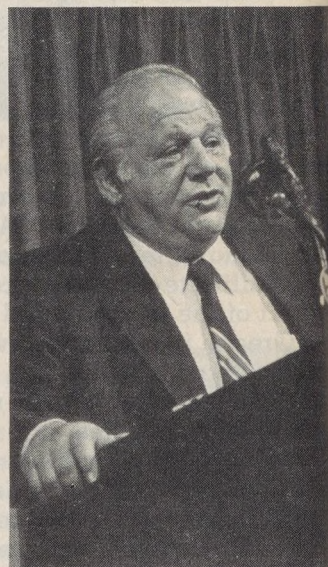
A change was evident from Presser's first day on, when he called the entire staff of the building to a meeting to say, "You don't work for Jackie Presser or Ray Schoessling or the officers of this International Union. We all work for the members of this union, the men and women who pay our salaries with their dues, and we are answerable to them. And because of that faith they have entrusted in us, we—each of us—owe them our full loyalty, our best efforts, our dedication and our determination to give them the best service we can. Anything less is unacceptable."

The second departure came with a barrage of responses to editorials and articles about the Teamster chief's appointment, answered pro or con, with rebuttal and explanation.

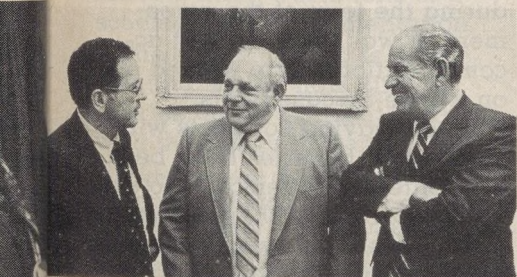
A May 5 announcement of a tentative settlement between the Central States Pension Fund and the Labor Department on a series of suits was another event that led observers to know that this Teamsters' president was interested in getting the facts out on key situations.

He subsequently voluntarily

The 'New Day' Promises



Arrives Quickly



appeared before a Senate committee (see story elsewhere this issue), and held a press conference at headquarters to announce Teamster support for a revolutionary new concept of work-fare, whereby unemployed Americans could regain their dignity by doing public service jobs work in exchange for their welfare checks with a forty-five minute question-and-answer period. Presser was welcomed to Washington at a private reception by national dignitaries, and at two Teamster receptions—one for Presser's Ohio hometown supporters and the other for a huge group of Washington dignitaries hosted by the Teamster general executive board. A dinner at the White House for the Special Olympics, and a major speech at the Cleveland City Club were just some of the other events that occupied the Teamster leader's time.

Adding to that was an open-door policy for any officer of the International Union during his first four months in office and personal visits with virtually every staffer the IBT has in the field or at headquarters.

Presser also made a number of major appearances, attending both the National Teamster Warehouse Division meeting in Boston and the National Bakery Conference's Washington, D.C. meetings, at which he made major addresses. He added to that work on the National Master Freight Agreement Rider proposals and an appearance in Chicago to explain them to the membership. Add it together, and you have the portrait of a man totally committed to the union and working 18 to 20 hour days to prove it.

"I cannot speak for what was," Presser said in an address to Bakery delegates, "but I sure can speak for what will be." It's obvious that if this Teamster leader has anything to say about it, the "new era in Teamster history" that he promised our members won't be long in arriving.

Central States Agreement Safeguards Members

On May 5, the Teamsters Central States Pension and Health and Welfare Funds and the U.S. Government entered into a series of agreements that end years of litigation and negotiation and mark a return to normalcy in the administration of the funds.

The consent decrees, which were announced by Secretary of Labor Ray Donovan, leave the trustees of the funds in a much better position to serve over 500,000 fund participants and beneficiaries. At his press conference, Secretary Donovan hailed the historic agreements as marking "a new day" in management of the funds and complimented the trustees for their cooperation and hard work.

Teamsters General President Jackie Presser also praised the agreements as an important step forward in securing the rights and benefits of the funds' beneficiaries. "There is no benefit to be gained from continuing this history of litigation," Presser said. "At best, it is difficult to maintain and improve services under the tremendous burden and distraction of litigation. The trustees of these funds have acted in a responsible spirit that seeks cooperation rather than confrontation wherever possible, and that spirit demands the best possible service to millions of Teamsters and retirees, above all else."

The settlement comes at a time when the Central States fund is on its soundest financial footing since 1955. Fund investments have flourished as never before with 1982 the best year ever in the history of the fund. Assets available for benefits have risen from \$1.9 billion in 1978 to nearly \$5 billion today.



NATIONAL BAKERY CONFERENCE ADDRESSES INDUSTRY ILLS

The 1983 Teamsters National Bakery Conference of the United States and Canada was held the week of August 7 in Washington, D.C.

Washington's own mayor, Marion Barry, welcomed the Teamster Bakery Conference to Washington bringing with him his special assistant for labor, Qwen Hemphill.

Mayor Barry told the delegates and guests he thought the Teamsters Union was doing an excellent job organizing labor. He said, "Most of the people in Washington who want to be organized are organized. All of the people in my administration are organized with contracts signed by me."

Throughout the four days of discussions and deliberations, the Bakery local union officers, as they talked about the problems facing the industry, evidenced a willingness and capability to overcome any challenges.

If organizing is the name of the game for Teamsters all over the country today, then a key to the organizing game plan is communications. Of course, there are problems for the Bakery Conference today, just as there are for everyone involved in the labor movement. But during these four-day meetings, it was evident that the Bakery Conference is going to lick its problems the best way it knows how.

Frito-Lay may be the Bakery Conference's biggest problem

at this time, but programs are being formulated to tackle that, too.

The nomination and election of officers started the Conference off. The present officers, David Torre of Local 296, San Jose, California, chairman; Robert Meidel, president, Local 734, Chicago, Illinois, vice-chairman; Joseph Padellaro, Local 686, North Andover, Massachusetts, secretary-treasurer, were reelected by unanimous acclamation for another term.

David Torre, the chairman, discussed several situations that had occurred since the last bakery meeting, including the Frito-Lay problem.

IBT Vice-President John Cleveland also was in attendance to welcome all the delegates to Washington, his hometown.

Business sessions revolved around key themes: concessions requested by employers; third party intervention into bakery agreements, such as chain stores' refusal to allow certain drivers into the accounts; captive bakery operations; sub-contracting; union supervision being relocated and running routes on a regular basis; reports governing bakery closings; reports of cost impact on health and welfare and pension benefits; current bakery contracts negotiated in the past year and Frito-Lay contracts.

Concession bargaining was another key topic of the session. Many employers during

the past year had requested such breaks with mixed results. While Teamster locals, overall, could not permit employers to reduce their commissions during the term of the agreement, it was reported that accommodations were worked out on a case-by-case basis.

Locals having contracts with chain store bakeries have been confronted with demands to extend the scope of their deliveries outside their own stores, often in competition with the regular commission sales drivers. Teamster local unions are resisting such attempts.

Subcontracting by our employers outside their geographic areas is worrying many of the locals in this conference, as is the use by employers in strike situations of union supervisors in some cases to run the routes of strikers. Although little can be done for non-union supervisors, Teamster locals are taking firm stands on how union supervisors should be paid for all the time they are away from their home base. Remedies were suggested.

There haven't been any closings of bakeries lately but some chains have closed their operations. With few contracts up for renegotiation this year, those finalized were reported to have done well. Most contracts were multi-year pacts, with the increase per year at least equal to past increases. Next year (1984) will be a big year for expired contracts.

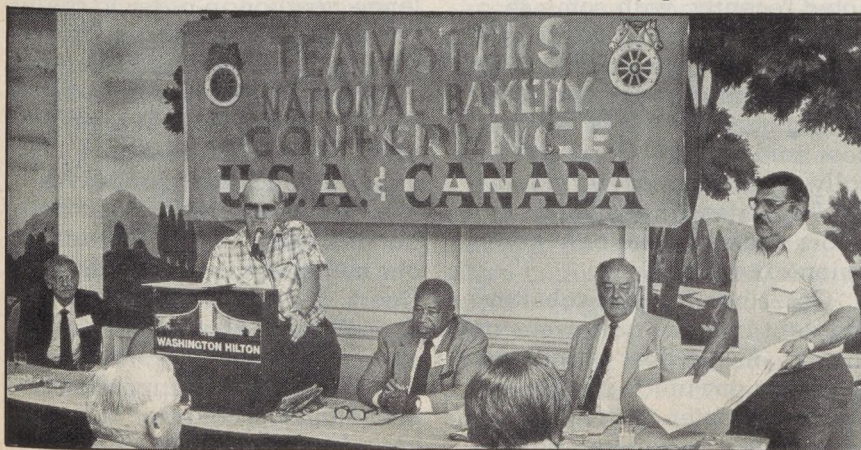
Another area of concern to the Bakery locals is the high cost of health and welfare coverage. With employers screaming about high hospital and doctor bills, Teamster locals are doing a better policing job.

The Frito-Lay situation was the single main topic on everyone's mind. With the company engaged in a variety of union-busting techniques, Teamsters are looking for new tactics to combat their efforts. There are cases where the company has used employees from one city to travel to another to defame the union. So far, such propaganda is not working.

On top of this anti-union attitude, they are proposing drastic changes in some areas, including many variations of a scheme called "segmentation".

The company also is experimenting with a new kind of cookies, to be distributed along with their regular items.

Above left, the delegates. Below, General President Presser addresses Bakery participants. At bottom, David Torre introduces Secretary-Treasurer Joe Padellaro as Vice Chairman Bob Meidel (far left), IBT V.P. John Cleveland and Conference Director Howard Logan listen.



It was agreed that our best defense is to stay close to the salesmen to counteract the company propaganda. It also was shown that the company pension plan being offered their people is far inferior to Teamster plans.

Robert Flynn, administrative assistant to the general president, is coordinating all Frito-Lay operations.

Guests at the Conference sessions included IBT Vice-President John Cleveland, International Auditor John Hartigan, Howard Logan, director of the Teamsters National Bakery Conference, Robert Flynn, administrative assistant to the general president, Eastern Conference Attorney Jon Axelrod, and Robert Dietreich, Eastern Conference Bakery Division.

Jon Axelrod discussed a recent Supreme Court decision that upholds the rights of scabs in certain strike situations to retain their jobs, as well as the circumstances surrounding Labor Board impasse cases. In some cases, where employer and union, after good faith bargaining, are unable to change each other's position, the employer may put into effect his best good faith offer and may not be guilty of an unfair labor practice, delegates learned.

Secretary-Treasurer Ray Schoessling was a keynote speaker at a luncheon hosted for delegates. "This meeting reminds me of a meeting just 43 years ago. The formation of the Teamsters National Bakery Conference took place at the

convention of the International Brotherhood of Teamster in 1940 right here in Washington, D.C. You have come a long way and you are still here. This is the remarkable part of it." Schoessling called the craft divisions the backbone of the 1.8 million member Teamsters Union.

Schoessling also said, "Deregulation has hurt us, but we hope that the laid-off proposal will put some of our people back to work." Schoessling also stated that even though methods of distribution are changing, with trucking alone, we would have less than 300,000 left, but we still remain 1.8 million, the largest union in the free world, thanks to our diversity. Schoessling congratulated the delegates on their elections and on the job they are doing back home.

Following the luncheon, delegates had a chance to tour International headquarters.

Teamsters General President Jackie Presser was a featured speaker during the week. He told delegates of the changes he has instituted in the months since he was elected—retiree programs, new organizing, expanded DRIVE programs, and legislative action among them. Presser said, "The craft and miscellaneous divisions make up our International Union."

He also said, "I am going to get our laid-off people back to work and I am not going to stop pushing until I do. We must stop supporting the rest of the world and start supporting Americans!"

"People are not leaving unions, despite what they say, he added. "Industry in America has closed up. We are not the industrial giant of the world any more. If you lose business, you'll lose jobs."

Presser ended his speech by saying, "We will give you service until it comes out of your ear. I cannot answer for what was. But I will be able to answer for what's going to be!"

The next Bakery Conference will be held in 1984 in Seattle, Washington.

BOYCOTT COORS!

The Teamsters Brewery and Soft Drink Division, with a successful West Coast initiative against non-union Coors beer to guide them, this month announced that it will be taking a regional boycott against the company union-wide, into every state where the product is distributed and can be purchased by Teamsters.

The company, which has become notorious for its shabby treatment of workers and union-busting efforts on the West Coast, has in recent years tried to buoy sagging boycott-affected sales by moving East, where it can now be purchased as far up the Atlantic Coast as Maryland, as well as to many of the Southern states.

A boycott sponsored over the past few years by the Western Conference of Teamsters was responsible for tremendous erosion of Coors' market share in its traditional markets, but with the company entering new territories where its products will go head-to-head with those of companies producing under good Teamster contracts, it is time to more aggressively protect our members' livelihoods from possible erosion.

We can do that by purchasing only good Teamster-produced brands such as Anheuser-Busch, Miller, Schlitz, Pabst and others. As Charles Klare, director of the Teamsters Brewery and Soft Drink Conference, noted recently, with some 46 breweries operating nationally today, largely controlled by six major manufacturers and producing more than 90% of the beer sold in the U.S., practically all of them operating under Teamster agreements, Coors stands as the *only* non-union exception.

"Coors has made a substantial dent in these new areas at the expense of beer brands produced by our union members under Teamster contract at competing companies," said

Klare, in seeking Teamsters' support for the national boycott.

"The entire Coors operation," he notes, "from production to delivery at the supermarket shelf is a non-union operation."

"We intend to meet this challenge head-on in order to preserve the job security of Teamster members," Klare asserted.

Already, the union is surveying nationwide to find every area to which sales of this non-union product has spread. As the Teamsters launch their national boycott, the watchword to our members has to be: "Boycott Coors. A non-union brew doesn't taste good going down anyone's throat!"

With Teamster support across the country, Coors can be brought to the bargaining table!



The Teamster Team: Here to Serve You

IBT Education Dept.'s Job Is Officer, Membership Training

The International Brotherhood of Teamsters, eager to keep its members acquainted with the latest developments in negotiating and bargaining laws and giving them the skills they need for representation, has long been interested in training for officers and members.

The IBT established an Education Department five and a half years ago at headquarters for one reason—to serve you.

Since then, Art Kane, the Education Department Director, has built a top-notch team of teachers, researchers and writers who not only understand the labor movement, but know how to teach workers, union stewards and Teamster business agents and officers the skills they need to succeed in strengthening labor's hand.

They have developed a comprehensive program of steward seminars and officer workshops that come to you when it's convenient for you—on weekends when you're off work—to teach you and your representatives important labor relations skills.

"We can't complain about what the papers, the radio and TV say about labor, unless we are willing to do something to counteract all the negatives," Kane notes. What worked in 1935 is no longer relevant—not with the right-to-work states, union busters, companies trying to get decertifications going, and all the negative publicity about labor. We have a real job

on our hands and the only way to combat these forces is by communicating, he emphasized.

"Today a guy at the local level needs more information than his father did. We are developing programs with this idea in mind. Often officers come back to us and tell us the programs have helped. Business agents report that after the classes, stewards are more confident and their skills are improved. They develop the confidence it takes to do the job, and that's what counts the most."

The Education Department's steward seminars focus on developing skills needed to investigate members' grievances, to gather necessary facts concerning the problem, and to prepare a strong case.

Today, in too many locals, new stewards and business agents come on the job with little awareness of how much is involved in the representation process, Kane points out. The IBT believes that to do this all-important job right, and make your union spokesman much more capable of representing you, labor education is vital.

"The first time you have to write up a case, there's not going to be anyone standing there holding your hand," Kane notes, "so you have to develop the confidence in class to know you can do it on your own. The IBT Education Department is here to help you do that."

From the day your local union

or joint council calls requesting a training seminar, Assistant Director Sally Payne and the Education staff begin preparing a program tailored expressly for the needs of your stewards and officers. "We develop programs for local unions, joint councils, the conferences and the trade divisions based on the needs, as they see them," she says. "There are no canned programs."

While most thus far have centered on grievance handling, arbitration, contract administration, negotiations and organizing, other subject areas are continually being developed. Each must be geared to the particular needs of the members of the local. If the members are predominantly freight, materials will center around the Teamster freight contracts and the open end procedure by which a joint committee will make a determination on a case. For airline locals, training will examine the Railway Labor Act and teach grievance handling under those rules. The same is true for public employees, U.P.S. employees, industrial groups and the other occupations encompassed by the Teamsters Union.

The Teamsters' top-notch Education staff has spent five years compiling the class materials, reference guides and training aides that make the program so successful. Kane notes that he and Payne, both of whom have been with the program since its

inception, sought to develop course materials that allow participants to actually handle day-to-day labor problems in a classroom setting.

These seminars aren't lecture sessions; they're hands-on programs. The grievance/arbitration course allows each steward or officer to actually get involved during a two-day period in collecting facts, writing up a case, preparing a grievance and arguing out the pros-and-cons of a typical case before an arbitrator.

"The Teamsters' vitality rests on the shoulders of its job stewards, business agents and officers; therefore, the International has the responsibility of assuring they have access to the latest knowledge and skills in the area of labor relations," Kane says.

"Only with a team effort could we accomplish all that needs to be done to keep the program growing," he adds. The six person department is responsible for running classes

nearly every weekend year-round, and is kept constantly busy, writing new materials, refining old ones and developing new courses.

"Our staff has the ability, experience, academic background, research skills and writing expertise necessary to structure a program to any local's special needs," Kane says. "We try to make labor education relevant. Teamsters come to these classes because they are motivated, they want to learn to do their jobs better for themselves and their coworkers. Their dedication has inspired every member of the Education Department's staff. We want to make every program better than the last."

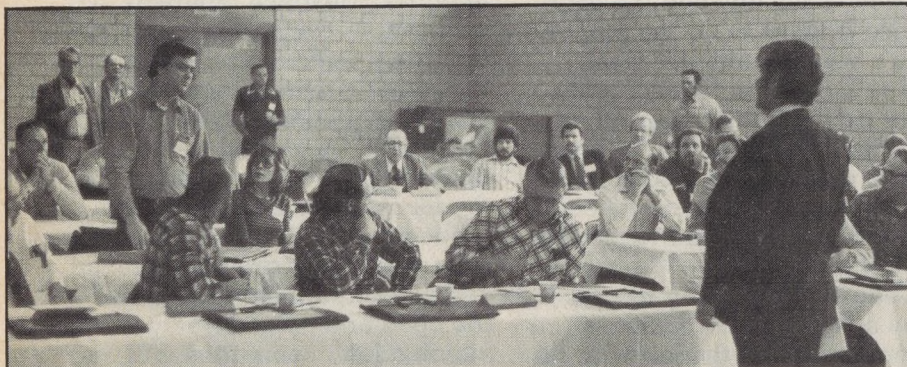
Labor Education Specialist Mary Lazarsky, Program Coordinator Cindy Impala and Secretary Robin Williams, help keep the Education Department running day to day. "Our staff, aside from the obvious responsibilities inherent in developing labor education programs,

works behind the scenes on many administrative and supportive details," Kane says of their efforts. "They are always refining course materials to improve the quality of programs."

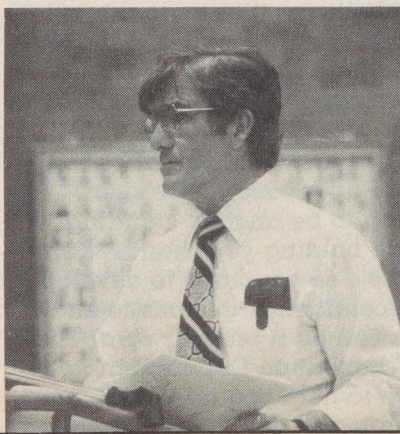
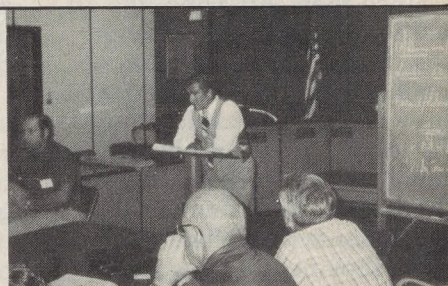
Art Kane and Sally Payne, as well as developing the program, are its principal instructors, and they, too, are well equipped for this complex educational role.

Kane started out as an ironworker in New York, a job he worked at for more than 10 years while going to college at night on the G.I. Bill to earn his bachelor's degree from Fordham, before going on to Columbia for graduate work majoring in labor relations. He was active in his local union and served as shop steward for three years.

No one needs to tell him how tough life can be for workers. Ten years spent on high steel construction convinced him that workers need all the help they can get to hold their own against management. Sixteen



Art Kane and Sally Payne spend much class time preparing Teamsters for their front-line jobs. They are assisted by staffers Mary Lazarsky, Cindy Impala, Robin Williams, and a new staffer Jed Reynolds.



EDUCATION

years spent as the American Federation of Government Employees' Director of Education gave him experience with structuring programs and developing ties to the academic community. His teaching ability is evidenced by the program's success.

Over the past 26 years, he has worked with the 43 university labor education centers in the United States and currently serves on three university labor advisory committees—the Universities of Missouri, Connecticut and Cornell, helping to develop credit and non-credit programs for Teamster officers and members. He also teaches graduate school classes at the University of the District of Columbia, largely because he feels it's important for labor people to have a positive impact on the community and to offer labor views to tomorrow's leaders.

Payne, a graduate of East Carolina University, is a teacher whose own experience at AFGE as a writer, researcher and instructor prepared her to join the Teamsters staff, first as Coordinator of Labor Education Programs and Materials in the Department of Research and Education, and now as Assistant Director of the restructured Education Department. It is she Kane credits with the writing skills and research techniques that make today's instructional materials and reference guides so useful to workers.

"This International Union is built on its locals," Kane notes. "That's the foundation. To be effective, the locals need a good stewards' system, because those stewards are our first-line representatives. When problems come up and members want answers, stewards play the key role."

"Gone are the days," he adds, "when it was enough to negotiate a good contract, with good benefits. The work force today is better educated, more sophisticated, more knowledge-

able. They need new tools today to stay competitive.

"We realized in the beginning," Payne adds, "that students in high schools and colleges in the area of labor relations receive mainly management's point of view."

"We teach them to ask questions, to learn how to deal with different kinds of employers, to be specific when writing up a case, to investigate, document a case, prepare their background material, and go in and articulate the case—we try to touch on as many aspects as possible," she says. "We teach them to trust their judgment, build self-confidence, and show them they can do the job effectively."

"The people who come to these seminars are dedicated men and women," Kane tells us. "They care about their fellow workers and are willing to spend their weekends and days off learning to do their job better. That gives us enthusiasm to strive harder, expand our programs, and give our best."

"Organizing in the 1980s will be different," Kane says. "High tech industries and much larger concentrations of women workers are making the challenges

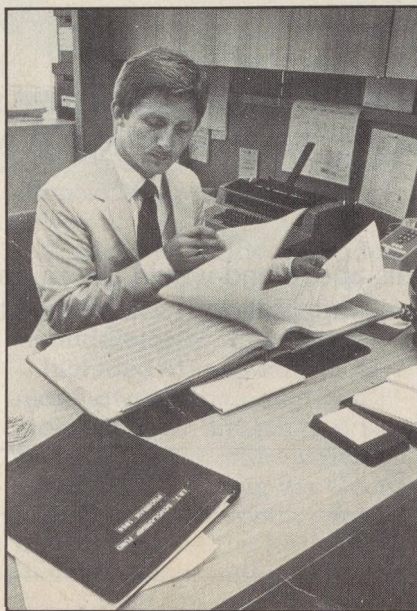
greater. Offering Teamster representatives the materials they need to keep ahead is a major goal, as is giving them the step-by-step keys they need to win organizing drives and bring increasing numbers of these workers into the Teamsters.

"A lot of excellent things can take place with all of us working together," he concluded. "At every class, we remind the workers that we are there simply to assist. Our department is here to serve them. 'You pay my salary,' I tell them, and they do!

"Over the past five years, I have met some incredible people," he adds. "You meet people who are intimidated constantly by their supervisors—women who drive a school bus and make \$4.50 an hour and are afraid to lose their jobs. Their neighbors turn on them if they support a strike or try to organize. And yet they prevail. Fear is there, but so is courage and determination."

"Because of them, I know the Teamsters Union isn't going to fail. With men and women like our members and officers, we will keep on building this union for better tomorrows. We have to; our members deserve nothing less than the best!"

Aiding Students—Another Education Role



An important arm of the Education Department is the IBT Scholarship Program, which annually administers the competition for the 10 International Union scholarship awards granted.

This program, under the direction of IBT staffer Jed Reynolds, provides applications and materials to interested high school seniors, and sees that the competition is fairly conducted and judged.

Over the years, the program has established an enviable record, providing tuition aid to hundreds of members' youngsters who have gone on to establish themselves in vital professions.



APPLICATIONS FOR THE 1983-1984 INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP COMPETITION

May be obtained through local union offices or by mailing
the form below to the International Brotherhood of Teamsters

The competition is open to sons and daughters of Teamster members • Active, retired, disabled, deceased or recently laid-off members • Must be a high school senior • Student should be in the top 25% of his/her high school class • Student must submit high SAT or ACT test scores • Student must show financial need • Dependents of union officers or employees may not apply •

The deadline for the completed application is November 30, 1983

The deadline for the additional requirements is February 28, 1984

Mail in the form below for your application now.

Cut along dotted line and mail to:

**INTERNATIONAL BROTHERHOOD OF TEAMSTERS SCHOLARSHIP FUND
25 LOUISIANA AVENUE, N.W., WASHINGTON, D.C. 20001 BOX 5**

I have read the eligibility requirements above and would like to apply for a scholarship. Please send me an application. After receiving my application, I will complete it and mail it to my Teamster parent's local union.

Name: _____

Address: _____

City, State
& Zip: _____

EDUCATION

An Essential for Members' Youngsters

The IBT Makes Possible With Scholarships

The International Brotherhood of Teamsters is proud to announce the outstanding students selected as this year's International scholarship recipients.

Teamster officers and members join in congratulating the 10 youngsters who will receive \$6,000 IBT awards to aid their four-year college educations, including: Patricia M. Sullivan and Steven Silver, Eastern Conference of Teamsters; Ken Gee and Linda Shou, Western Conference of Teamsters; John B. Hannasch and Shawn Dvorak, Central Conference of Teamsters; Susan E. Narendorf and Thomas F. Haley, Southern Conference of Teamsters; and Bradley T. Chilton and Darren J. Purcell, the Canadian Conference's top scholars.

The 10 recipients for 1983 were selected after a competition in which 1400 Teamster sons and daughters competed. Final selections were made from among the semi-finalists by a panel of judges from Washington D.C. area universities. The judges for the competition included: Adrienne W. Price, director of admissions for Howard University, Robert J. Talbot, director of admissions

for Catholic University, and Jennifer Hantho, director of admissions for American University. Two scholarships were awarded in each of the five Teamster Area Conferences in the United States and Canada.

The annual competition is open to all sons, daughters, stepchildren and financially dependent high school seniors of any active, retired or deceased Teamster. Dependents of International and subordinate officers and employees are ineligible.

Representing the Eastern Conference of Teamsters are scholarship recipients Patricia M. Sullivan and Steven Silver.

Patricia M. Sullivan graduated in her class of 495 from Middletown High School North in Middletown, New Jersey.

Included among Patricia's many awards and achievements are the Bausch and Lomb Science Award and an Engineering Medal from the George Washington University. Patricia is a member of the National Honor Society, and is listed in *Who's Who Among American*

High School Students. She also worked on her high school newspaper and sings in the church choir.

Patricia is the daughter of Daniel Sullivan, a driver for the Joseph F. Whelan Company and a member of Teamster Local 807.

Patricia will attend the University of Rochester to pursue a major in chemical or mechanical engineering.

Steven Silver, graduating from South Shore High School, won recognition as class valedictorian.

A National Merit Scholarship Finalist, Steven was selected to represent *Who's Who Among American High School Students* in media interviews, including the *Merv Griffin Show* and the *Michael Jackson Talk Radio Show*. This fine student has also won many science and math awards. Steven participated in a wide range of activities, including editing the school newspaper and captaining the computer team. He is a member of the Honor Society, Service Society, track team, school orchestra, yearbook staff and math team. Steven also

(Continued on next page)

**1983's
IBT
Scholars**



held a part-time job as an assistant chef while attending school.

Steven is the son of David Silver, a trailer driver for Friedman's Express in Maspeth, N.Y. and Teamster Local 707 member.

Steven will attend Princeton University's School of Engineering and Applied Science to gain a degree in computer systems analysis.

Representing the Southern Conference of Teamsters are scholarship recipients Susan E. Narendorf and Thomas F. Haley.

Graduate Susan E. Narendorf hails from S.P. Waltrip Senior High School in Houston, Texas.

Susan participated in many high school activities. She was the treasurer of her National Honor Society chapter and a member of the Junior Engineering Society, as well as a member of the science and German clubs. Susan was an American Legion Award nominee and was voted most valuable player for both softball and volleyball.

Susan is the daughter of Mar-

tin Narendorf, a retired member of Teamster Local 988 in Houston, Texas.

Susan will attend Sam Houston State University in Huntsville, Texas, to earn her undergraduate degree in pharmacology.

Thomas F. Haley, Jr., the other Southern Conference of Teamsters scholarship recipient, was first in his class of 125, graduating from Marion High School in Marion, Arkansas.

Thomas has a long list of honors and activities. He was the president of his National Honor Society chapter, treasurer of the Student Council, and president of his senior class. Thomas is mentioned in *Who's Who Among American High School Students* and is a patriot scholar. Thomas was a member of the football and baseball teams and has worked in grocery stores during the summers.

Thomas is the son of Thomas F. Haley, Sr., a driver for Carolina Freight and a member of Teamster Local 667 in Memphis, Tennessee.

Thomas will attend Christian Brothers College in Memphis to pursue a degree in engineering.

This year's scholarship winners are shown above. Top row, from left, are Eastern Conference recipients Patricia Sullivan and Steven Silver, and Southern Conference winners Thomas Haley and Susan Narendorf; in the bottom row, from left, are the Central Conference's John B. Hannasch and Shawn Dvorak; Canadian Conference winners Bradley Chilton and Darren Purcell, and Western Conference recipient Ken Gee. (The photo of the other Western Conference winner, Linda Shou, was withheld at her request.)

Representing the Central Conference of Teamsters are scholarship recipients John B. Hannasch and Shawn Dvorak.

John B. Hannasch was first in his graduating class of 423 from Rapid City Central High School in Rapid City, South Dakota.

During John's high school career, he was awarded first place at the South Dakota School of Mines Science Fair, took first place at the State Science Fair and was selected to represent South Dakota at the Tri-State Science Symposium. He has received certificates of achievement from Congressman Roberts and his principal. John has also been named a National Merit Scholarship semi-finalist.

John's activity involvement included the German Club, science club, presidency of the chess club and National Honor Society membership. John also has worked for a fund-raising organization.

John is the son of Clarence B. Hannasch, an employee of Brown Swiss Milk Company and a member of Teamster Local 749.

John will attend the University of Pennsylvania's Wharton School of Business to pursue a degree in business administration.

Shawn W. Dvorak, the other outstanding Central Conference scholarship recipient, is a June graduate from George Washington Senior High School in Cedar Rapids, Iowa.

Shawn served as vice-secretary/treasurer of the Cedar Valley Astronomers and as a committee member for the 1980 All-Iowa Amateur/Professional Astronomy convention. He also is a member of the Astronomical Society for the Pacific and the American Association of Variable Star Observers.

Shawn received the Rennselaer Medal in 1981 for excellence in science and math and was a PSAT-NMSQT Merit Scholarship finalist. He lectures on astronomy and has worked on botanical studies for endangered species.

Shawn is the son of Dennis M. Dvorak, a member of Teamster Local 238, and a driver for the Central Concrete Company of Cedar Rapids.

Shawn will attend the University of Iowa in the fall to study physics and astronomy.

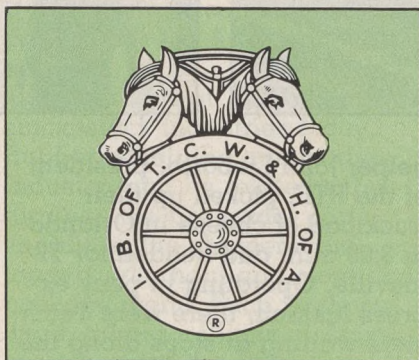
Representing the Canadian Conference of Teamsters are scholarship recipients Bradley T. Chilton and Darren J. Purcell.

Bradley T. Chilton graduated first in his class of 95 from the Ingersoll District Collegiate Institute in Ingersoll, Ontario.

Bradley has earned many awards. He has achieved the highest average in his school in Environmental Science for the last three years as well as placing in his school's Euclid Math Contest. Bradley played in school sports and has worked both on a farm and in a restaurant during the school year and summers.

Bradley is the son of Donald M. Chilton, a deceased former member of Teamster Local 141 in London, Ontario.

Bradley hopes to attend McMaster University in the fall to earn a degree in engineering physics.



Graduate Darren J. Purcell was in the top 10% of his class at the Robert Usher Collegiate Institute in Regina, Saskatchewan.

Darren has been an honor student throughout his high school years. He was recently chosen as the school representative to the World Affairs Dinner. Darren also shows great skill at various athletics, including hockey, football, basketball, baseball, softball and swimming. He has received numerous awards and trophies for his athletic aptitude. Darren, a hard worker, worked in a restaurant and then a service station while attending school.

Darren is the son of John N. Purcell, a driver for Motorways, Ltd. in Regina and a member of Teamster Local 395.

Darren hopes to attend the University of Saskatchewan in Saskatoon to work toward a degree in political science.

Representing the Western Conference of Teamsters are scholarship recipients Ken Gee and Linda Shou.

Ken Gee, an excellent student, graduated first in his class of 450 from C.K. McClatchy High School in Sacramento, California.

In addition to being listed in *Who's Who Among American High School Students*, Ken was a commended student in the PSAT/NMSQT competition. Ken was one of two delegates from his school to attend the American Legion California Boys' State.

Ken is the vice president of the California Scholarship Federation, a member of the Asian Student Union and a volunteer for the United Democratic Task Force. Ken has worked in local restaurants while attending school.

Ken is the son of Yim Fong Gee, an employee at Hunt-Wesson Foods in Davis, California, and a member of Teamster Local 857.

Ken plans to attend California Polytechnic State University, where he hopes to pursue a major in Nuclear Engineering.

Linda Shou hails from Oakland High in Oakland, California.

Linda's achievements included finalist status in the NCTE Writing Contest, and membership in the *Distinguished American High School Students*.

Linda also is an outstanding tennis player, winning the Miller Junior Tennis Tournament and twice earning block letters in varsity tennis. She has been active in many school clubs, including the Asian, French, German, Eagle and bowling clubs. Linda is also an English tutor.

Linda is the daughter of Sek Foon Shou, a member of Teamster Local 750 and an employee at Gerber products in Oakland.

She would like to attend the University of California at Los Angeles to pursue a degree in English, aviation or public relations.

SENIOR TEAMSTERS' POWER

What's Happening With Retirees



Teamster retirees represent an enormous storehouse of experience, knowledge, and energy that the union is tapping in more ways every day. But day by day around the country, our senior Teamsters are involved also in countless community projects, charitable efforts and fund-raising programs that give all the rest of us cause to be proud.

Remember the Reagan Administration cheese giveaway a few months back? Retired Teamsters of Florida, a group of transplanted Teamsters from around the country who now call the Sunshine State home, were active in that distribution effort down South.

Its members were called out of retirement and asked to dust off old skills and limber up creaking muscles for a day in May to come to the aid of the Brevard Senior Cheese Program.

When a local non-profit agency needed help in moving the USDA surplus cheese from Orlando to several East Coast Florida cities, they knew there would be no one better they could ask than these retired Teamsters.

Driver Arthur Sams and

helper John Lieborth, president of the RTF, picked up their truckload of cheese in Orlando at 8:00 a.m. and headed for Titusville. Operating in pony express fashion, there were Teamsters waiting at stops along the way to break the load down into smaller units for transportation to sub-distribution points.

The Teamster-driven truck, donated by A-1 Rental Services of Titusville, pulled into its last stop at Melbourne Department of Human Services exactly on schedule at 12 noon.

Charles Hinton, project director for the Seniors Nutritional Aid Program of the Brevard County Community Services Council, had high praise for the Teamsters. "Everybody met the truck on time and we were able to get the cheese to 14 different distribution points. When you want the job done right, you call in the pros," he said. In fact, Hinton liked the group's work so much that he asked them to help out with a second cheese distribution just a month after the first.

It was a true family affair for some of the RTF, with wives pitching in to help with the distribution of 25,000 lbs. of cheese to needy families at the Salva-

It was just like the old days on the loading docks for Teamster retirees: Jim Dunn, Local 52; Don Kieh-borth, son of RTF President John Kieh-borth; Warren Kern, Local 135; Henry Gustaw, Local 945; Ed Im-beault, Local 42, and Fred Har-wood, Local 120. (The man against the back wall is a Salvation Army representative.) (Photo left)

By the end of the day the tired group could just about muster the word, "cheese." From left are: Fred Dunn, Local 687; Frank Kaltz, Local 247; Blackwell Paige, Local 816; Norm. Bookwalter, Local 24; Driver Art Sams, Local 20 (sitting); and John Kieh-borth, RTF president, Local 100. (Photo right)

tion Army in Cocoa and other locations.

Other Teamsters participating in the distribution effort included Retired Teamsters of Florida members: Jim Mc-Allister, Local 653, Brockton, Mass.; Harry Mette, Local 725, Chicago, Ill.; Phil Bergeron, Local 633, Dummer, N.H.; Ernie Maack, Local 445, Highland, N.Y.; Geo. Trutt, Local 764, Milton, Pa.; Harold Rebholz, Local 523, Tulsa, Okla.; Frank Spon-augle, Local 385, Orlando, Fla.; Allen Bates, Local 391, Winston-Salem, N.C.; Stoy Zeckman, Local 754, Milton, Pa.; and Richard White, Local 529, Elmira, N.Y.

'Americans Need Jobs, Not Imports,' Must Become the Battle Cry As Foreign Dumping Devastates American Industries

Lives there an American today who could envision life without the home video game or the lightweight hair blowdryer or the microwave or the kids' Walkmans and stereos blasting from room to room?

Probably not. These readily available products have become a part of our culture, part of what we've come to expect from the American dream. And rich or poor, Americans seem unable to say 'no' whenever the latest gimmick hits the scene, be it the cigarette-pack size Walkman, or a shiny new dirt bike.

But did you ever stop to think that some of those very same toys, gadgets and gizmos that you are using day-to-day could be the reason so many millions of Americans remain out of work today.

Today, there are very few items on the department store shelves that aren't marked, "Made in Mexico," "Product of Portugal," "Made in Taiwan," "Made in Yugoslavia," "Made in Mexico," or the like.

In fact, shopping for an American-made product, much less the union label, has become something like a high adventure safari to Africa to hunt for wild game. They just aren't that easy to find these days!

But, as Teamsters General President Jackie Presser pointed out to Teamster warehousemen in a speech in Boston recently, if we helped create the problem

by creating demand, today it is in our own best interests to turn the tide. To return American industry to American factories to produce for the American market.

Take a look at America's smokestack industries today. Rubber, steel, the automotive industry (and its related subsidiaries—the tire trade, parts suppliers, the shippers and loaders who haul and store and package them). Each is almost dead, taking millions of American jobs with them.

Now take a look at your own home. What do you see? Probably a television set made in Taiwan; a videocassette recorder, radio or stereo made in Germany; a microwave oven or a coffee pot made in Japan. In all, says General President Presser, you see between 15 and 30 products that were made in foreign countries, often by American firms who've shipped their production facilities overseas to take advantage of cheap labor, favored tax status and dictatorial governments that ensure they won't be burdened with safety rules or any other worker protections.

Today, foreign cars are one in four of those you see on American roads. Cameras, radios, clothing, shoes, children's clothes, underwear, ladies' handbags, perfume, glassware, silverware—the list of products that flood in from overseas is legion.

And every American man or

woman who buys the first one of these products is helping drive a nail into the coffin of American industrial might!

These days, imported goods account for 19% of American consumption, up from 9% in 1970. Foreign competitors, who once concentrated on simple, labor-intensive products, such as clothing and toys, have quickly climbed the industrial ladder. Today, the U.S. imports 28% of its cars, 18% of its steel, 55% of its consumer electronic products and 27% of its machine tools. The challenge, first posed by Japan, now comes from such fast-growing countries as South Korea, Taiwan, Hong Kong and Singapore.

No longer does America have a self-sufficient economy.

Heavy industries such as autos, steel, rubber and shipbuilding that were once synonymous with American industrial strength, all have rapidly dwindled. Some 211,000 autoworkers or 19% of the industry's blue-collar work force, are on indefinite layoff. In the steel industry, which is operating at only 42% of capacity, 119,000 workers are idle. The numbers for related industries also impacted is astronomical.

Low wage rates overseas were initially part of the reason for the surge in imports, but today, the predominant factor seems to be the swift spread of technological know-how around the globe.

Continued on next page.

This accelerating pace of technological innovation and the havoc it causes for the American economy aren't unique. Many European countries also face the same problems, the difference being that in many of those nations, the key industries like steel and coal mining are nationalized, and thus, more recession-proof.

The intense pressure being brought as citizens demand jobs, not talk, is being felt by governments around the world. No one wants to lose a job, or the votes of citizens who lose jobs.

Here in the United States, as unemployment continues high, and foreign competition continues unabated, it is, we think, a natural reaction to demand protection: quotas, tariffs, subsidies, "voluntary" trade agreements, and the like.

In answer to just such calls, the United States has in recent years moved to reduce imports of cars, motorcycles, steel, textiles and other products. But with Chrysler Chairman Lee Iacocca and others monitoring foreign producers' production (and their apparent lack of willingness to really loosen up any on their own trade barrier practices), the calls for protection continue. If the American auto industry succumbs to Japan's efforts to "systematically capture the American auto market," Iacocca has warned publicly, "steel, textiles, rubber and machine tools will follow, and the high tech industries, which are vulnerable to the same kinds of Japanese attacks as the American heavy industry, won't be far behind."

While our government still maintains that free trade policies are better than strict "fair trade" policies, the Teamsters and others in labor tend to disagree.

"Free trade" enthusiasts usually fail to note the rest of the world is playing by different rules. Most of the world is relatively closed in trade policy while the United States is rela-

tively open.

When it comes to services such as insurance, shipping and banking, many nations simply refuse to let in foreign companies.

Other nations protect their industries by tariffs and by non-tariff barriers. Japan, for example, uses complex technical and paperwork barriers to keep out American and other foreign-made cars. Japan irritates U.S. cosmetics and pharmaceutical firms by insisting on lengthy tests in Tokyo.

The Japanese also shelter their favorite industries from competition while taking advantage of open markets in the United States. "Japanese firms acquire their basic capabilities in a 'hothouse' environment, where a prescribed form of competition produces a few strong contenders who then move simultaneously and aggressively into world markets," comments Robert W. Galvin, chairman of Motorola, Inc.

Resentment against Japan's inroads is stirring new congressional demands for protection. One of the few pluses for Americans was the recent U.S. requirement that American-made goods alone be used for bridges and highways financed by the new 5-cent-a-gallon gasoline tax.

The Senate also urged President Reagan to deny investment tax credits to firms that buy Japanese machine tools. Support is strong in Congress for a domestic-content bill requiring most of the parts in cars sold in the U.S. be made in the United States.

The domestic-content measure, says its chief sponsor, Representative Richard L. Ottinger (D-N.Y.), would encourage more joint ventures like the Toyota-General Motors plant to open in California.

All this is cold comfort to hundreds of thousands of laid-off American industrial workers, many of whom may never get their jobs back. U.S. industries hard hit by foreign competition—steel, autos, textiles and others—may never again regain their competitive footing.

"Interest rates are down. Inflation is down. Our new battle cry will be 'Teamsters do not want imports; Teamsters want JOBS!'" General President Presser has said.

"The real battles are not on the job sites or at the plants; they're in Washington, with the legislators who represent working Mr. and Mrs. America. We have lost on all fronts. There is not a product in America today that is not being produced on foreign shores.

"Americans are killing the American economy!"

"The rest of the world is employing people to produce products we are buying after they ship them over to us.

"We must stop supporting the rest of the world and start supporting Americans!" he emphasizes.

"The industrial locks in America are shut off—and until we

Biggest U.S. Trade Surpluses . . .

Merchandise Trade Balances (1982)

Netherlands	+\$6.1 bil.
Belgium, Luxembourg	+\$2.8 bil.
Soviet Union	+\$2.4 bil.
Egypt	+\$2.3 bil.
Australia	+\$2.2 bil.
Spain	+\$2.0 bil.
Saudi Arabia	+\$1.6 bil.
France	+\$1.6 bil.
Israel	+\$1.1 bil.
Colombia	+\$1.1 bil.

And the Largest Deficits

Japan	-\$16.8 bil.
Canada	-\$12.8 bil.
Nigeria	-\$5.8 bil.
Taiwan	-\$4.5 bil.
Mexico	-\$3.7 bil.
Hong Kong	-\$3.1 bil.
West Germany	-\$2.7 bil.
Britain	-\$2.4 bil.
Indonesia	-\$2.2 bil.
Algeria	-\$1.8 bil.

Basic data U.S. Dept. of Commerce

Buy an Import and You Are Putting an American Out of Work; Leave It on the Shelf & You Help Save a Job!

start to build products in the U.S. again, and buy the products we make, we will never see them open." "LIMIT IMPORTS; LET AMERICANS PRODUCE," he has said. "Put Americans back to work or you will continue to pay for them through your tax dollars."

Today, in some key areas of technology—aircraft, computers, petrochemicals, telecommunications, space research among them—the U.S. still maintains a competitive edge over Japan and other rivals.

The great task is somehow to broaden that range enough to reemploy as many skilled workers as possible who have lost their jobs and to provide career opportunities for young people.

While the Teamsters aren't protectionists, our leaders know the time for inactivity has

passed. With more than 10 million still out of work, it's time to say "enough"!

While our union brothers and sisters in the automotive and steel business are hurting for work, we can see no reason why foreign manufacturers and products should be allowed to eat up the jobs and wages so badly missed at home. We know this is a two-edged sword and that the edge of import restrictions, swung against us by those other countries, would, in turn, deprive many other Americans of wages they earn here by making the goods sold in those countries, but let's be very stern where foreign imports compete with our products unfairly! Let's use trade barriers on a selective basis to obtain a balancing factor in our favor wherever possible without starting an all-out trade war.

By limiting trade from foreign imports, we would again have to produce goods for American workers.

Teamsters would also suggest a new look at some of the trade and tax policies in this country that might be encouraging companies to move abroad. In the post-WWII years, there was a tremendous flow of capital to Europe, South America, Asia and, eventually, to the so-called Third World. This was considered a tremendous opportunity to increase American wealth and develop additional markets for our goods and services.

What workmen did not realize was that we were exporting jobs overseas as well as investments. The product made in a foreign land with the assistance of American money was not being made by an American worker.

Much of our overseas investment was encouraged by U.S. domestic tax policies. A review of our tax code could reveal areas where changes in tax law will slow overseas investments. Conversely, perhaps we should tax the profits from overseas investments and use the income for low-interest loans to modernize American plants.

Either way, American unions and American manufacturers need to work together to bring our jobs back home.

Today, only the employers are growing, along with the unemployment lines. Working together, with realistic economic policies we can, and must, turn things around. But until we do, remember one other thing. To save a job, don't buy an import!

Barriers That Raise Hackles

Japan	Quotas on beef, citrus fruits; red tape against cosmetics; tariffs on cigarettes.
France	French-language customs documents; restrictions on Japanese videocassette recorders; stall on imports of Swiss cheese.
West Germany	Subsidized airplane, steel exports; tariffs on grain.
Britain	Restrictions on foreign insurance firms, banks, law firms; limits on Japanese cars.
United States	Quotas on sugar imports; voluntary limits on European steel, Japanese cars; "Buy American" rules for new bridges, roads.

Construction Policy Group Holds Meeting in Arizona



Above, Conference Director Weldon Mathis welcomes delegates to the session.

A record number of more than 150 delegates attended the policy committee meeting of the Teamster Building Material and Construction Division in Scottsdale, Ariz., during the final week of April.

IBT Vice President Weldon Mathis, director of the division, chaired the sessions in which most of the speakers emphasized political activity as a major plank for preserving and furthering Teamster jurisdiction in the industrial house of construction.

At one point, Mathis briefly summarized the topics of continuing government investigations, union-busting movements and anti-union legislation in Congress, and declared:

"I firmly believe there is a segment of industry and government in this country that is determined to destroy the Teamsters Union and the labor movement."

Mathis said further that Jimmy Hoffa was right when predicting years ago that such a predicament would come to pass. Because of the situation today, said Mathis:

"We must get active in politics and support our friends in

the statehouses. Hopefully, when they come to Washington as Senators or Representatives, they still will be our friends."

It was Mathis' expectation that General President Jackie Presser "will make some changes in the coming months and get more done in the area of political activity."

Three International Union vice presidents and a trustee were on hand to address the delegates.

Edward Lawson, director of the Canadian Conference of Teamsters, made an appeal for Teamsters everywhere to pull together under the administration of newly elected General President Presser.

He pointed out that because of illness and government prosecution in the respective cases of the late Frank E. Fitzsimmons and his successor, Roy L. Williams, the Teamster leadership has been operating under a handicap for the past five years. "But now," he added, "we should be able to move again under Presser's leadership."

George Mock, the senior IBT vice president, urged the delegates to keep in touch with building trades councils regard-

ing pre-job conferences "and protect our jurisdiction."

Vice President John Cleveland said indications were that construction was beginning to revive. He complimented the Teamster division on its good work through the years.

Jesse Carr, International trustee whose Alaskan members have been vitally concerned with construction in that state, said: "We hope to get International Union help to combat double-breasted contractors and to fight decertifications."

Citing a great need for increased participation in politics by working people, Dave Sweeney, Teamster legislative director, declared, "The labor movement and the Teamsters Union in particular are facing difficult times on Capitol Hill."

Sweeney briefly described some of the bills pending before Congress which would cripple trade union effectiveness—including amendments to Davis-Bacon in the construction industry—and stated:

"Teamsters and the labor movement in general must get themselves involved in politics. Party affiliation is unimportant. What counts is communicating with congressional candidates."

Sweeney urged the delegates, most of them serving as chief executive officers of their local unions, to "get involved in the Senate races of 1984."

He said DRIVE (Democrat-Republican-Independent-Voter-Education), the International Union's political arm, is available to help, adding, "If you have a problem, let us know."

Two DRIVE field representatives made appeals for setting up programs at local unions to sign up Teamsters as members of DRIVE, thereby collecting so-called 'free money' for political endeavors. Federal law prohibits the use of union dues money for that purpose.



Delegate give-and-take on industry problems was an important part of the session.



"What we're doing," stressed Wally Clements, director of the DRIVE field program, "is for the members of the union. If we have this money, we can elect people friendly to the Teamsters."

Clements said more than \$150,000 in DRIVE memberships was gained last year from the 1982 construction meeting. He especially complimented the effort at Teamster Local 443 in New Haven, Conn.

T. Tommy Cutrer, the newest addition to the team of DRIVE field representatives, said the need is to get votes for candidates favorable to labor. "Politicians affect our lives daily," he said, "and legislatures pass laws by the stroke of a pen that affect our lives forever."

Also taking part in the business sessions were DRIVE field representatives Charlie Murphy and Bill Wright.

Bill Bell, vice president of labor relations for Bechtel Corp.,

addressed the meeting and showed a 10-minute film. He commented that he felt the phrase 'labor relations' meant to work out differences and thus make progress.

"The Construction Industry Cost-Effectiveness Program," was the title of the film produced by the Business Roundtable. It illustrated the various factors which have steadily decreased the cost effectiveness of construction in recent years.

"The business of competing with the non-union sector in construction is difficult," said Bell, even though union construction can outdo non-union in skill and production."

A proposed National Highway Construction Agreement was presented to the policy committee members by two visitors: Terry Bumpers of the National Joint Heavy-Highway Committee, and Jim Norwood, director of heavy-highway for the Laborers Union.

Taking turns at the microphone, Bumpers and Norwood said the purpose of the proposal—still in a preliminary stage—is to try and regain some of the union highway work lost in recent years.

Recent changes in national transportation law will create new funds for much-needed road and bridge work in coming years. The proposal would concentrate union activity in 16 states where there currently is only non-union highway work.

Regional reports were made by construction leaders from the Area Conferences, including: Al Marinelli of Canada; Chuck O'Brien of the South; Larry Mayo of the West; Dick Crowther of the Central, and Roy Alston of the East.

Their words echoed one another in terms of unemployment problems, jurisdiction, organizing and related subjects.

A factor facing all construction unions in the United States—and kept well in mind by the delegates throughout the discussions—is a year-old anti-union campaign of the Associated Building Contractors, the biggest non-union employer group.

ABC claims its effort to take contracting jobs away from union contractors succeeded greatly in seven major cities during 1982. The employer organization plans to expand the campaign to an additional seven major cities this year.

Holding meetings in conjunction with the three days of construction sessions was the Teamster Household Goods, Moving and Storage Trades Division under the chairmanship of Charles Martelli.

A lengthy legal report was presented by Dave Uelmen and Gerry Miller, Teamster counselors from Milwaukee, Wis.

John Blake, secretary-treasurer of Teamster Local 274 in Phoenix, Ariz., and Harry Marshall, president of Denver Joint Council 3, welcomed the delegates to the meeting site.

Teamster Dairy Conference Gauges Industry's Problems And Formulates Solutions in Fla.



Above IBT Dairy Conference Chairman Jack Thibeu addresses delegates, as Conference officers listen. At left, delegate exchanges were an important part of the sessions.

The National Dairy Conference of the International Brotherhood of Teamsters convened recently in Orlando, Florida, with members present voicing strong concern over the problems plaguing the dairy industry.

As each local delivered its report, it quickly became clear that they face common enemies, with plant closings, plant modernizations and recession-induced layoffs, not to mention the rising costs of arbitration, organizing and health and welfare benefits.

Adding to the burden on many locals are the challenges of negotiating new contracts and combatting the sophisticated tactics of union-busters.

Addressing this generally gloomy picture, Chairman Jack Thibeu refused to give in to despair. "There are ways that we can confront these headaches and show growth in our industry," Thibeu said. "We

must become united and face these problems together. Gone are the days when we would go out alone and face big business. We have the knowledge and the resources, but only through unity, can we fully exploit them."

The most significant demonstration of a unified approach would be the use of master contracts. These master contracts would take the form of area- or industry-wide agreements that can put large numbers of locals and their members in a much more solid bargaining position. This approach would also put the locals on a much sounder financial base by allowing them to pool resources and cut their costs.

The Dairy Conference looked to the example of the Central States Master Contract which has, indeed, proven a success. The Central States Committee has consistently negotiated good contracts for its members,

while, at the same time, reducing arbitration costs through the establishment of an arbitration council.

The Conference also passed two unanimous resolutions. The first, in recognition of the fact that the dairy industry is undergoing dramatic change, was introduced by Chairman Thibeu to expand the purview of the dairy industry to include milk, butter, cheese, yogurt and all milk-related products.

The second resolution welcomed the new General President of the International to his post and pledged support to him and his programs.

For his part, General President Presser, who was unable to attend because of a scheduling conflict, sent the Dairy Conference a warm telegram, thanking them for their hard work and dedication through the years and offering his assistance in implementing any of their programs.

Airline Division Takes Action On Three Major Fronts

Protecting the membership's interests in virtually every sphere of the representation realm has kept the Teamsters Airline Division, under its new director, Teamster Local 732 President William Genoese, extremely busy in recent days.

Going from Capitol Hill deregulation oversight hearings, to long-term negotiations to bring Air Canada's airline employees under Teamster contract for the first time, to negotiations to bring equity to laid-off Braniff employees who've long enjoyed Teamster protection, Genoese has been proving by actions, rather than words, that the Teamsters is a can-do organization, and that persistence, tenacity and courage are the tools we use to accomplish the job.

In the overall perspective, the strong appeals Genoese and Teamsters Local 2707 Secretary-Treasurer Marvin Griswold made in appearances before key committees of the House and Senate in June could benefit the entire airline industry, Teamster employees included, should our recommendations be heeded.

Both men strongly urged Congress to enact new federal legislation to save jobs and protect airline industry personnel. They had been asked to testify by Teamsters General President Jackie Presser, since both work with predominantly airline local unions and have extensive experience of the airline industry and its problems.

Griswold testified on June 15 before the subcommittee on aviation of the House Committee on Public Works and Transportation, while Genoese appeared before the aviation



subcommittee of the Senate Committee on Commerce, Science and Transportation.

Both men noted that the Teamsters had opposed the Air Line Deregulation Act of 1978. "This opposition, we believe, has been amply justified by succeeding events," Genoese pointed out.

Griswold said that what the Teamsters want is protection for airline workers in mergers and acquisitions brought about by deregulation. He said that when Congress deregulated the industry, it left a lot of loose ends and did not consider all of the potential consequences of the 1978 legislation.

For example, he said, many new airlines have begun operations because of deregulation. Griswold suggested that workers thrown out of their jobs at existing carriers be given first-hire rights at the new airlines. If they are forced to leave the industry completely, he said, there should be adequate severance pay to tide them over and proper training for new jobs.

Deregulation has been particularly hard on ground people, such as reservations, customer service and fleet service people, Griswold said, because



At top, IBT Attorney Roland Wilder and Local 2707's Marvin Griswold testify; below, Airline Div. Director Bill Genoese makes a point.

they are not as mobile as flight crews. Many of these people have had to pull up their roots completely, he said, and there should be legislation to rectify this injustice.

Genoese called the deregulation experiment a costly failure "in both economic and human terms."

"Only some form of regulation of the industry to prevent irrational pricing will relieve this situation," he said. "But if the experiment is not to be ended, then we would hope that Congress would take steps to design an effective, practical

program to protect airline workers, who make this vital industry run, from the injurious effects of the industry's apparent drive toward self-destruction. The current legal structure is simply inadequate to protect employees from the exploitive labor policies of the deregulated environment. The employee protection program of the Air Line Deregulation Act is, to date, a hollow remedy."

Genoese recalled that the Teamsters have always been in the forefront of efforts to get the airline unions together to take joint action on behalf of their members and said the Team-

sters have stayed with the workers when other organizations have abandoned them.

"The Teamsters don't give up," he said.

He called for legislation to implement the Labor Protective Provisions of the Deregulation Act and noted: "Not one single airline employee has obtained any protection under the Labor Protective Provisions."

Genoese and Griswold said airline industry employees must be more active in knowing what is going on in the industry during the current changing times and fighting for their rights.

Industry spokesmen at the hearings said airlines don't want to be treated any differently from any other industry, despite the problems brought on by deregulation. "Therefore," Genoese said, "it's up to the workers to fight for what they deserve."

Teamsters' officers will be continuously formulating strategy to use the full political clout of the International to help airline people by preserving jobs and protecting the workers. "It appears that politics is the name of the game in tackling the problems of deregulation," Genoese notes.

BRANIFF REORGANIZATION

The announcement of a proposed plan of reorganization for Braniff Airlines came as wonderful news to laid-off Teamster Braniff employees. The tentative settlement came after prolonged negotiations on behalf of Braniff's personnel by the International Brotherhood of Teamsters and other unions whose members had been affected by the airline's closing.

With documents pertaining to the Braniff bankruptcy proceedings already in members' hands, General President Presser wrote each affected employee in late July to explain succinctly what they would be voting on and how they would be affected.

Presser noted that since the company's bankruptcy in May, 1982, the Teamsters had been representing our members in all legal proceedings before the bankruptcy court, the Civil Aeronautics Board and the Federal Aviation Administration.

Now, with a plan of reorganization between Braniff and the Hyatt Corporation up for consideration, members are being

asked to vote on whether the plan is acceptable to them and other creditors of the company before the final plan is submitted to the courts.

Should the plan be ratified, a "New Braniff" airline, with new management, could be flying by mid-November. This carrier, using a route system hubbed at the Dallas-Fort Worth airport, conceivably would put 2,100 former Braniff employees to work, approximately half of them Teamsters. Should the plan receive approval, members would be recalled to work in seniority order, with the right to bid on jobs in other cities. Should the new carrier prove successful, of course, more Teamsters would conceivably be put back to work.

As Presser pointed out, however, "before any of this can become a reality, Braniff's 80,000 carriers will vote on the proposed plan of reorganization, which already has been endorsed by Teamsters officials and Airline Division Director Bill Genoese after a review of all materials with our attorneys."

While the plan isn't com-

pletely what Teamsters wanted, Presser pointed out that it does represent a "compromise," with the only alternative "liquidation" of the company's assets and a permanent loss of all Braniff jobs with recovery by our members of less monies.

Under the plan, if it succeeds, Teamsters will receive cash payments to compensate them for unpaid wages, vacations, severance and sick leave, up to a \$2,000 maximum, with the remainder owing paid in pro rata shares of the common and preferred stocks of the reorganized carrier, in accordance with class requirements of each worker's group.

Hopefully, should this proposal be accepted, "we will have the 'New Braniff' flying, with a new management team, and with many of you reemployed under the Teamster banner," Presser told Braniff employees as they prepared to vote. This scenario is certainly much brighter than any other seen by the company's employees since May, 1982, and is one Teamsters hope can be implemented quickly for them.

Air Canada

Elsewhere, history was made on June 14, 1983, when officials of the Teamsters and Air Canada, an international airline, met in New York City and signed their first contract covering Air Canada's 750 employees in the United States.

The signing climaxed a 14-year fight during which Air Canada's high-priced outside lawyers used every trick in the books to keep Air Canada's workers from exercising their right to union representation. These lawyers carried one appeal all the way to the United States Supreme Court, where they lost.

General Secretary-Treasurer Ray Schoessling was present at the signing, as were Edward Lawson, International Vice President and Director of the Teamsters' Canadian Conference and a member of the Canadian Senate, and Norman Greene, director of the Teamsters' Airline Division. Air Canada sent some of its top executives from Montreal, Canada, to sign the contract.

Also taking part in the signing ceremony were representatives of Local 2707 Barbara Christe and Sam Chanderamani from the West Coast; Tony DiGrazia, Local 781, Chicago; William Lyden, Local 25, Boston; Mike Collins, Local 769, Miami; and William Summerville, Local 732, New York City area.

Local 732 spearheaded the long campaign under the leadership of Secretary-Treasurer William F. Genoese and the late business representative, Fred Lawson, who died before the final results were in. In respect for Fred Lawson, a moment of silence was given at the signing.

The campaign began in 1969. Six government elections were held before the Teamsters Airline Division was finally certified by the National Mediation Board as the bargaining representative for Air Canada em-



The Teamsters' Airline Division recently emerged victorious after a 14-year campaign in which Air Canada fought the Teamsters all the way to the U.S. Supreme Court (and lost). The first contract between the airline and the union was signed on June 14 in New York City, with representatives of California Teamster Local 2707, Florida Local 769, Boston Local 25, Chicago Local 781, and New York City Local 732 present. Also at the signing were IBT General Secretary-Treasurer Ray Schoessling, Canadian Conference Director Edward Lawson, and the Airline Division's Norman Greene and William Genoese.

ployees. The Teamsters would have been certified earlier if it had not been for some bad decisions by the government (NMB) in the early elections.

The IAM also was working with the company, therefore complicating the election procedures.

At the start of the campaign, the International Association of Machinists represented a small portion of the workers, but not the entire class and craft.

When Air Canada fired 84 ramp service employees in New York City, Cleveland and Chicago and contracted out their work, the IAM walked away from the workers. The ramp service employees who were fired were IAM members. Although the IAM abandoned the workers, the Teamsters stepped up their campaign and eventually won the long legal battle on the workers' behalf. The Teamsters got 14 of these employees back on the job and won two big cash settlements for the rest. The Teamsters paid all the legal expenses and didn't take one penny from the workers during this 14-year battle.

The entire campaign has been characterized by observers as one of the classics of our time and a great victory for the American worker.

While the IAM was running away from the members at Air Canada, the Teamster leaders stayed with the group all the way and stepped up their fight to protect the workers' rights.

The contract finally negotiated with Air Canada is one of the best in the airline industry. It provides high wage increases and big retroactive money for all employees, but the most important item won in the contract is job protection. The firing of 84 people could never happen again.

Genoese noted that the Teamsters had made a commitment to the workers and have honored that commitment. He added that the contract could not have been negotiated without the strong and continuing support from IBT Vice President Lawson, and our International officers.

Genoese, who is known as a man who never gives up, recalled that General Secretary-Treasurer Ray Schoessling said, "Stay with it and remember, let the company know where you are coming from, so they can get these high-priced lawyers out of the picture and solve the problems of the workers."

Greene said the campaign "showed that the IAM didn't do right by its members."

"The IAM," he added, "walked away when the going got tough. The Teamsters stayed with the people all the way."

Local 732 Business Representative William G. Summerville will serve as Air Canada System Board Chairman for the Teamsters Airline Division. In the meantime, the Airline Division is preparing for negotiations on the next contract.

Teamsters Come Out Strong For Members at Hill Hearing

Tough, direct, forthright, candid, quizzical, pensive, reflective, philosophical and pragmatic—those were just a few of the terms that could describe Teamsters General President Jackie Presser's first appearance before a Congressional committee as head of the Teamsters Union early in June.

Presser, appearing to testify on provisions of the proposed Labor/Management Racketeering Act of 1983, voluntarily outlined his programs and goals for the Teamsters Union at the legislators' bidding. He did a masterful job of representing the nation's largest union, as he set out in detail its past and current problems, and with characteristic candor, promised legislators a continuing open-door policy under his administration.

Mincing no words and ducking no potshots, Presser forthrightly told the legislators what they wanted to hear—intricate details about the administration of the union, the security and stability of its pensions and other assets, and a lot about Presser's own background and capabilities to head the 1.8 million member Teamsters Union.

In a unique display of goodwill and openness, Presser set

out before the Senate Committee of Labor and Human Resources panel all the facts, and where he couldn't immediately put his hand on a figure or document a statement, promised substantiation and documentation quickly and accurately.

The questions were tough, the Senators serious about their obligation to the Teamsters and other Americans affected by this mammoth contributor to national productivity. Presser, for his part, showed the capabilities that made him the choice of the Teamster general executive board as he stayed cool under fire and made the case that this Teamster leader has nothing to hide or for which to apologize.

Presser, during the course of his appearance, urged the legislators to act in two areas—the first, legislation to lessen the continuing unemployment problem for American workers, and the second, to develop a long range plan for labor relations in America.

"The presence of millions of jobless people throughout the country sitting idle in stagnation is an affront to me personally as a labor leader and an affront to the entire structure of our American society," he told the panel. Presser proposed instead having able-bodied men

and women work on federal, state and local projects, where they could be active, contributing members of society, in return for unemployment checks.

Presser also alerted the legislators to the need for a policy-making body comprised of labor, management and government officials to help formulate long-term policies for changes in the conduct of labor relations in the United States and urged them to establish such a group. "Labor management relations have changed dramatically," Presser said, and in order to find common solutions "labor, management and government must end their adversarial approach to these problems and join together to formulate long-term policies for change."

In addition to discussing his views on a number of pieces of pressing legislation facing Congress, Presser detailed the Teamsters' positions on deregulation, proposed changes in federal pension law that would lower multi-employer withdrawal liability, and stated that the Teamsters could support S.336, the Labor-Management Racketeering Act of 1983, much to the surprise of the panel, if the bill could be improved to more even-handedly treat labor and management.



"We support fair legislative proposals to prevent a criminal element from seizing control of unions and corporations," Presser emphasized. "In general terms, we could support the concept underlying S.336 if the bill were modified to deal with the minority of union officials and employers that deserve such treatment and disqualification penalties were applied equally to employers. The predominant discriminatory feature of this bill is that union officials are treated more severely than employers."

In actual fact, the way the bill is now written, Presser told the legislators, a union official found guilty of a legal violation would lose his job permanently. "He cannot be an organizer, he cannot be a business agent. He cannot be an officer of an executive board. He cannot work for the union, Senator Metzenbaum. He can work as a custodian, cleaning the place, perhaps. The double standard is the management official will remain on the payroll of that company if he is convicted of perpetrating the same crime that a union official does. He would not lose his job, Senator. Our people have lost their work."

Presser was straightforward and honest throughout his nearly four hours of testimony before the committee chaired by Senator Orrin Hatch, despite intense quizzing from Senator Edward Kennedy, Senator Howard Metzenbaum, Senator Sam Nunn and Senator Don Nickles. That wasn't always easy, either, with the Senators asking him questions about "corrupt of-



Members of the Senate Committee on Labor and Human Resources listen to the Teamster testimony.



ficials of the union," the union's pension plans, "of stealing from the members allegedly being done by officers," and about Presser's life, from his father's history in the labor movement, to his salary, to the jobs he has held over the years, to how our local unions operate.

In concluding his testimony, the Teamster leader pledged, as he had earlier to members, that his guiding principle as the Teamsters' general president would be to "ensure that the union is run for the benefit

of the members. Mr. Chairman and members of this committee, I want to assure you I intend to uphold the law and the established internal procedures of the International Brotherhood of Teamsters," he pledged.

"As far as I am concerned, yesterday is history; in tomorrow lies the future of our great union. It is now time to get on with the business at hand of providing our members with the best representation available in the labor movement.



MDA



United Way
of America



Easter
Seals



Deborah
Hospital
Foundation



Teamsters Show They Have A Lot of Heart

Teamsters are generous givers and indefatigable workers for charitable causes, as we all know, but in recent weeks, the International Brotherhood of Teamsters and its members have opened their hearts and wallets to an incredible number of good causes that sought our support.

The United Way annual giving campaign, Red Cross appeals, the Muscular Dystrophy Association, the National Easter Seal Society, the Deborah Hospital Foundation and the Boy Scouts of America were just a few of the beneficiaries of Teamsters' generosity over the past four months. Such giving doesn't reflect a new trend on the part of the union, just a

greater concern for the impact budget cutbacks are having on social programs. As charities experience operating fund shortfalls, the Teamsters and others have been moving in to help them keep their commitments to their communities. After all, our members—a broad cross-section of America—rely on these programs, too. And we want them to be there when needed.

Teamsters General President Jackie Presser was quick to respond on behalf of the union to four causes that sought our aid.

He lent Teamster support to this year's annual United Way fund-raising campaign, writing a letter to all Teamster affiliates, asking members' support

of the 1983 appeal, and pointing out that last year's concern about alleged United Way donations to the National Right-to-Work Defense Foundation had been eliminated, thanks to union members' vigorous protests.

"Your United Way contribution will go to help many agencies, among them: alcoholism agencies, the American Cancer Society, drug abuse prevention agencies, hospice programs, the Mental Health Association, the National Council on Aging, the United Cerebral Palsy Association and the Visiting Nurses Association, to name a few.

"We Ohioans like to say, 'Teamsters are People Helping People.' The United Way has

its own slogan, 'Neighbors Helping Neighbors.' Either is a good idea."

"Hard times are a real time for extra commitment," Presser said, adding, "Teamsters have always responded generously in the past to charitable appeals and I hope your response to this request will be no different."

Aiding another national cause that found itself in desperate straits, Presser in late May issued an urgent bid for affiliates' support of the American Red Cross's efforts to shore up dangerously depleted disaster relief funds through an emergency appeal.

Writing to Teamsters, Presser noted the record number of disasters that had stricken areas of the country this spring, including floods, mudslides, tornadoes, devastating hurricanes, fires and earthquakes, and urged members to help the group restore some \$13 million in emergency reserves the Red Cross had been forced to spend by May of this year.

The general president noted that additional requests for aid from that quickly depleting emergency reserve fund could jeopardize the group's ability to respond quickly to new emergencies, and that, without Teamster support, our members might find themselves among a group needing aid, with none to be offered.

"Teamsters have long been active in disaster relief efforts and, working alongside Red Cross personnel, have seen the tremendous work this agency does in bringing relief to the stricken." He added, "I am sure if any of us was in need, we would be glad to have such assistance available. Let's make sure it is there for others, should they need it now."

On behalf of the entire Teamsters' general executive board, Presser added, "It's nice to know that the American Red Cross will be there, able to lend a hand, in part because Teamsters cared and answered

the call so that they could."

Heeding the call in another way, thousands of Cleveland-area Teamsters, affiliated with IBT Joint Council 41, staged one of the largest Red Cross blood-mobile drives in the nation, contributing some 2,500 pints of blood to the agency during one of its times of most critical shortages, the Memorial Day weekend. For some 10 years, this has been an annual event for the Ohio Teamsters, whose generosity helps provide blood supplies for accident victims, hemophilia and leukemia sufferers, and the like.

Again on the national level, General President Presser was honored in late May with an appointment as a national vice president of the Muscular Dystrophy Association.

As a member of this group, Presser will assist with the battle being waged by MDA against 40 or more neuromuscular diseases that annually cripple or kill thousands upon thousands of Americans.

He joins this prestigious group in the company of such labor leaders as Lane Kirkland of the AFL-CIO, and Richard Trumpka, president of the United Mine Workers. Together, the trio will be trying to add labor's voice and might to the battle against muscular dystrophy and related ailments.

Teamsters International Vice President Maurice R. Schurr lent his support to two other longtime favorite causes of the International Union.

The first was the Deborah Hospital Foundation, for which Schurr on June 5 chaired a fund-raising dinner. The hospital for children and adults with heart and lung conditions that benefited from his efforts long has been a favorite, not just with Pennsylvania area Teamsters, but with the union's members across the country. Thanks to Teamster donations, the center is able to assist ailing patients, regardless of ability to

pay, should they need the specialized medical services offered there.

Vice President Schurr was lauded at the dinner by Cardinal Krol, who gave the invocation, and the dinner's guest of honor Pat Benjamin, for his, and the Teamsters', continuing commitment to Deborah's programs.

Philadelphia area Teamsters were also honored recently for their continuing support of area Boy Scouts of America efforts.

After a recent fund-raising event chaired by Local 929 Teamster "Babe" Venditti, Scout officials presented awards to several Teamsters engaged in on-going efforts to assist this good cause, among them IBT Vice President Maurice Schurr, Teamsters Joint Council 43 President John Morris and officers of several Philadelphia area locals.

After the Teamsters general executive board's meeting in Boston, Mass., the union announced also that again in 1984, the International Brotherhood of Teamsters will be endorsing the Easter Seal cause.

Easter Seal representative Gloria McDonald was at the Boston testimonial honoring retiring Warehouse Director John Greeley to laud Greeley's contributions to the charity's efforts and praise the Teamsters, especially General President Presser and IBT Vice President William McCarthy for their individual contributions to area efforts on the Society's behalf.

Plans are in the works for 1984 Teamster efforts, with news of upcoming events to follow in later issues of *International Teamster*.

These few events just touch on some of the highlights of Teamsters' charitable efforts around the country. With IBT affiliates active every day aiding good causes, it can safely be said that not only is the IBT the largest union in the United States or Canada today, but our members and officers have to have the biggest hearts around!

New Truck Safety Bill in the Hoppers

Senator John Danforth (R.-Mo.) has introduced a comprehensive truck safety measure as part of an overall automotive safety bill. The "Motor Carrier Safety Act of 1983," as it is called, is the result of months of intense discussion between the Senator's staff, the IBT and other interested parties.

The bill, assigned the number S. 1108, contains several of the truck safety provisions that were introduced and passed through the Senate four years ago. Although that measure had widespread support, it died in the House of Representatives Public Works Committee.

The Danforth bill includes several provisions originally proposed by the IBT, including a mandatory annual commercial motor vehicle safety inspection. The bill would require the Secretary of Transportation to establish federal inspection standards for heavy trucks. Once these minimum equipment safety standards were set, state governments would implement the program, with an annual report on compliance to be returned to the Secretary.

Other IBT supported provisions in S. 1108 include:

- Authorizing DOT to levy strong civil penalties against violators of federal commercial vehicle safety regulations;
- Extending civil penalty authority to health violations in the trucking industry, providing coverage for drivers who are often outside the jurisdiction of OSHA;
- Directing the Interstate Commerce Commission to determine the safety fitness of those applying for new or additional operating authority;
- Commissioning a \$2.6 million comprehensive study of the handling, stability and

crashworthiness characteristics of heavy trucks;

- Authorizing a \$1.5 million study of the unique health hazards to which truck drivers and other trucking industry employees are subjected.

IBT Safety and Health Director R. V. Durham testified in favor of these approaches to increase truck safety at a March 10, 1983 hearing conducted by Senator Danforth in his capacity as chairman of

the Surface Transportation Subcommittee, and again at a June 15, 1983 hearing on the specific provisions of the bill. The bill may be considered after Congress returns from its Labor Day recess.

**IBT
SHIELD**

**SAFETY
AND
HEALTH
IS
EVERYONE'S
LEGITIMATE
DEMAND**

Veteran Safety Man's Retiring

Warren Morse, longtime Teamster official and Safety and Health Coordinator for the Western Conference of Teamsters, was honored by the National Master Freight Agreement Safety and Health Committee at a recent meeting in Las Vegas, Nevada.

Morse, who has announced his intention to retire this summer, received an engraved plaque expressing admiration and appreciation from both sides of the bargaining table for his tireless efforts to im-

prove the health and safety of Teamster members. Co-chairmen R. V. Durham and C. R. Jones presented Morse with the plaque.

After retiring from the U.S. Army as a lieutenant colonel, Morse worked for Teamsters' Local 888 as a brewery representative. Aside from his later duties as safety and health coordinator, Morse has served on a wide variety of advisory committees and community groups, both in California and nationally.

Presenting Morse with his commendation are, from left, C. R. Jones and R. V. Durham, committee co-chairmen.



Teamster Actions Ensure Local 600 Members' Safety Amid Dioxin Scare Situation

The tragic tale of dioxin contamination, first brought to the public eye by the Times Beach, Missouri, buyout and the ongoing controversy surrounding the use of "Agent Orange" in Vietnam, has taken on a new importance to trucking company employees in St. Louis.

Earlier this year, Teamsters' Local 600 learned that waste oil contaminated with toxic, carcinogenic dioxin was used in the 1970's to control dust at three trucking terminal yards in the St. Louis area. The Local enlisted the assistance of the IBT Safety and Health Department and the Central States Health and Welfare Fund in ascertaining the extent and effect of

dioxin exposure to Local 600 members since the mid-1970's.

Upon being notified of this problem, Teamsters General President Jackie Presser commented, "I am concerned about this potential problem facing our members in St. Louis, and our Safety and Health Department is moving aggressively to determine whether any of our people have been exposed. Working closely with the government on this serious issue, we hope to be able to help those exposed and lay to rest the fears of those not at risk."

The IBT was able to enlist the aid of the National Institute for Occupational Safety and Health (NIOSH) and the Center for Disease Control (CDC). At present,

NIOSH has completed surface soil and environmental testing at the three known dioxin sites, and, upon completion of their testing, CDC will begin screening affected members.

In addition to this effort, Senator Thomas F. Eagleton (D.-Mo.) was successful in earmarking funds appropriated for general dioxin study specifically for medical testing for the workers at the three exposed freight yards. This testing would be part of the ongoing epidemiological study conducted by CDC.

Both actions came as the result of the IBT Safety and Health Department and Local 600's persistent efforts to achieve equity and accurate information for members.

A Change in Staff for The Safety & Health Department



A bright new face will be representing the interests of the IBT Safety and Health Department in Washington. Joining the Department is Suzanne J. Kossan, an industrial hygienist from the University of Cincinnati where she was a research assistant to Dr. Eula Bingham, former Assistant Secretary of Labor for Occupational Safety and Health in the Carter Administration.

Prior to studying under Dr. Bingham, Ms. Kossan attended Smith College in Northampton, Massachusetts, where she received her Bachelor of Arts degree in Environmental Biology, and will receive her Master of Science degree in Industrial Hygiene this fall following publication of her thesis. She is a member of the American Industrial Hygiene Association.

Ms. Kossan is joining the staff as another member leaves.

Warren J. Rhearume, who has served as the assistant to Safety and Health Director R. V. Durham for the past four years, is leaving September first to begin the practice of law in Seattle, Washington.

"We are very fortunate to acquire the services of a person of Suzanne's caliber," said Director Durham, "particularly at a time when so many local unions are just now becoming aware of the occupational health problems of their members. Suzanne's training and experience will help us better serve those needs. While Warren's presence will be missed, and I wish him the best in his new endeavor, I look forward to working with Suzanne."

CONSUMERS CORNER

The washing machine acted like it was possessed. It wailed eerily as it shimmied across the floor. Finally it gurgled, coughed and died. The prospect of an expensive visit by the repairman seemed inevitable.

"If only I knew how to replace it or fix it" was a refrain that had been echoing through many consumers' minds. Realizing this was an idea whose time had come, major appliance manufacturers General Electric and Whirlpool both have introduced programs to aid do-it-yourselfers.

Each offers customers the know-how to fix their appliances in the form of step-by-step manuals. Armed with these instructions, all but the most fumble-fingered will be able to track down and repair glitches bedeviling their machines. And do it for the price of parts, usually from \$2 to \$30.

The General Electric program is called the Quick Fix System. It was developed when surveys indicated some 40 percent of all appliance repairs were already being done by the owner. There are currently five G.E. service manuals available at showrooms at \$6.95 each.

Whirlpool has been advising customers on do-it-yourself repairs over its toll-free hot-line for the past couple of years. But it has now released the first of nine repair manuals. The initial booklet contains tips on how to diagnose, then repair problems with automatic washers.

Now that many appliances have been redesigned for easy maintenance, consumer response is expected to be positive.

Manufacturers are said to be enthusiastic about this development because of the great expense of training and keeping qualified service personnel.

Statistics from the U.S. Dept. of Agriculture indicate the average life expectancy of a dishwasher is 11 years, a refrigerator 15, and a gas dryer 13 years. Breakdown in appliances often occur much sooner than that, however, and some of the blame can be laid on consumers. Failure to read instruction booklets or user abuse can lead to premature problems with appliances.

WASHING MACHINES: Problems with washing machines can stem from doing 5 to 6 loads in a row. This can cause the motor to overheat, resulting in excessive wear on the bearings. Don't overwork the machine because it isn't likely to be a heavy duty commercial model.

Overloading the machine also puts excessive strain on motors, reducing laundering effectiveness and slowing down the spin. Unbalanced loads can cause a washer to "walk" across the floor or cut off if it has an off-balance switch.

If your washing machine drains into an adjacent laundry tub rather than its own outlet, the tub may accumulate lint and eventually clog up and overflow. Servicemen often suggest tying a nylon stocking over the end of the drain hose before it gets into the tub.

RANGES: The calrod coils of electric ranges can be shorted out by using spray type cleaners. Sprays also may penetrate over light buttons on doors, causing shorts. You can avoid harming contacts and coils by using brush type oven cleaners.

DISHWASHERS: Dishwashers can develop problems if not operated properly. Make sure dishes are properly scraped. On some models, food particles can get under the valve and let water run out. Pieces of bone could damage the pump.

Should glass break in the machine, remove every chip. Shards could get into the pump, binding or stalling it. Before removing chips with a pair of long-nosed pliers, always turn off or unplug the machine. Other dishwasher problems can arise if there are too many suds, so be sure to use only low sudsing detergents.

VACUUM CLEANERS: Home economists say that again and again, servicemen find that a cleaner is "out of order" or "won't work" simply because the dirt container needs to be emptied or the filter cleaned or replaced.

Not only does the dust container need frequent cleaning, since the machine loses efficiency as the bag fills, but filters on some models should be washed or replaced often as per directions in your instruction booklet.

REFRIGERATORS: Following the cleaning instructions of the owner manual is most important. Allowing more than ¼ inch of frost to build up in your freezer reduces the efficiency of the machine as well as adding to your electricity cost. Then there is the story of the consumer who complained that their new refrigerator was not making ice. The expensive visit of the repairman was to merely plug in the refrigerator, a step neglected by the installer and the consumer.

Sometimes, no matter how careful you are, something goes wrong. When that happens, you may wish to reach for a repair manual instead of the telephone. Armed with a screwdriver, pliers, repair book and a \$15 part, appliance owners may be able to do away with that \$60 service house call.

For information on the G.E. Quick Fix System, call toll free 800-626-2000. Whirlpool's toll free number is 800-526-2208.

TEAMSTER SPORTS



Preston Trucking Co. drivers and New York Teamster Local 707 members William Wordell and Vincent DeGregorio are mighty proud. On a recent hunting trip to Green County, N.Y., Wordell bagged the eight-point buck they are shown with here. It weighed in at 195 lbs., and probably made some fine meals this past winter.



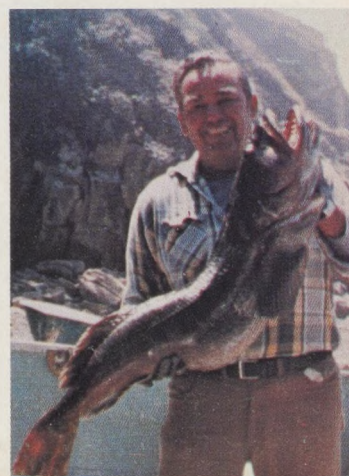
Detroit Teamster Local 372 brother and newspaper distribution man Dwight Fackender's hobby is restoring and driving old vehicles. This beauty, a 1947 (same year he first became a newsboy) Ford half ton pickup equipped with a 100 h.p. V/8 engine, cost him close to \$3,000 to restore to its original Detroit News configuration and condition but runs like a charm, as he makes deliveries even today. The 25-year Teamster veteran also has a 1935 Ford street rod with Corvette engine he enjoys working with and driving.

Just call him "Fast Eddie." Teamster Local 399 member Eddie Wirth, a Studio Transportation driver and 10-year motorcycle TT steeplechase racing star, can't seem to get enough action. Away from the movie studio lots these days, Eddie can be found racing a new love, sprint cars, in events sponsored by the California Racing Association. This newcomer to auto racing ranks, judging by his recent runs at area tracks, seems destined to distinguish himself in yet another racing field.



Tino's Toy is the name of the slicked up racer Teamster Tom Martino, a Local 377, Youngstown, Ohio member and employee of Tamarkin Co., drives in his spare time. His '69 Dodge Dart set a new A.H.R.A. world record a few months back, in July, 1982, clocking in at 11:86 E.T., 116 M.P.H. Tom races the vehicle four nights a week in both the quarter mile and eighth of a mile classes, and also shows it in local car shows as a class winner. Helping him maintain it in top condition, he adds, are his wife, Pam, and son Ryan, who share his pastime with him.

This fish looks like it's so happy Teamster Local 70'er Edward Stuby caught him, he's laughing. Stuby, an employee of McLean Trucking Co. out of San Leandro, was pretty happy about it, too, and reports that this ling cod, caught near Jenner, Calif., weighed in at more than 35-lbs. In addition to sport fishing, Brother Stuby also enjoys a calmer pastime, skin diving.



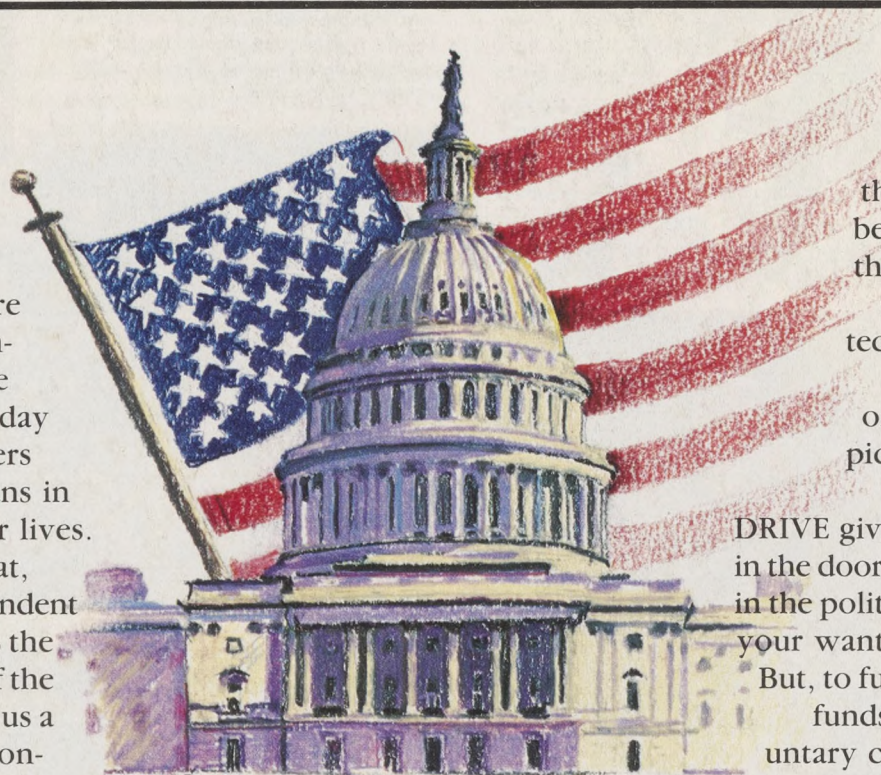
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on some key vote down the road. If a legislator knows us and knows our concerns, he or she is more likely to care about our needs.

Return your DRIVE coupon today. It could be the best investment in your family's future you make this year.

DRIVE—Democrat Republican Independent Voter Education

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THE INTERNATIONAL Teamster

DEDICATED TO SERVICE

FALL 1983

80 YEARS YOUNG & STILL GROWING

As the International Brotherhood of Teamsters enters its ninth decade of service to American workers, it's a good time to reflect on how much Teamsters have contributed to our nation and its people.

Today, the Teamsters' involvement with the issues, concern about matters affecting our 1.8 million members, and commitment to helping build a better tomorrow remain strong.

Already, we are looking toward the 21st century. With innovative programs, bright young organizers and officers, and diversification of craft—we will continue to be the **BIGGEST AND THE BEST** in the year 2000 and beyond just as we are today.

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THE PRESIDENT'S MESSAGE

Teamsters have entered their eightieth year of representation of men and women throughout the United States and Canada. This milestone shows how, by negotiating good contracts and servicing our membership, we have grown to become the largest and the best union in the world.

Through years of adversity, turmoil, economic upheaval and depression, our union has survived and even thrived.

We have accomplished a great deal in behalf of the workers of this country. Still, we can achieve more and reach greater heights. That is my goal and my commitment to you as we commemorate this eightieth anniversary milestone.

In recent months, we have embarked on many new programs and moved in new directions concerning legislative efforts, government relations, safety and health matters, communications, organizing and DRIVE. Believe me when I tell you we have really just begun.

Our organizing efforts are back on the upswing. In the past couple of months alone, we have seen some 60,000 new members join the Teamster ranks. As the rest of labor is shrinking, we are once again on the march.

More and more Teamsters are registering to vote and our efforts through DRIVE have achieved greater contributions, which will be vitally important to all Teamsters in next year's national election. We have set goals to get all of our members registered to vote and participating in DRIVE so that we can

demonstrate the muscle necessary to achieve good government and good legislation.

On the subject of the election and the approaching political season, let me say to all of you that Teamsters will not make any major national endorsements until after the political conventions next summer. This is a long tradition of this union, and I feel that it would be improper and imprudent to make any endorsements until after the candidates have been nominated and the party platforms put together.

But in the coming months in the new year, our voice will be heard on all fronts. We will be projecting our legislative goals, and hopefully, affecting the course that labor and government will be taking in 1984 and for the future.

Together, I hope that we all resolve to become more involved with union activities and our major DRIVE goal for the New Year. We are determined to remain the best and we are committed to performing our best for our membership.

In reaching my goal for greater achievements and new programs for the future I have the fullest cooperation from Secretary-Treasurer Ray Schoessling and the entire General Executive Board, who join me in wishing all of you and your families the very best in the coming holiday season and throughout the New Year.

Fraternally

Jackie Presser

From the
General
President



Jackie Presser



The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



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DEDICATED TO SERVICE

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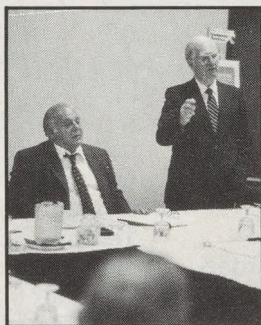
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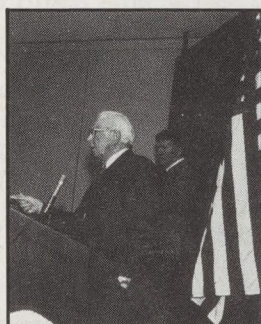
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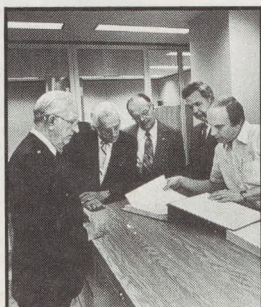
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Editorial material should be addressed to:
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GEB Discusses Challenge of the 80's

The General Executive Board held its last quarterly meeting of the year last month and heard reports from various Divisions and staff directors and saw the first screening of a new IBT film, "Teamsters: The Challenge of the 80's."

In his report to the Board, General President Jackie Presser highlighted recent activities at IBT headquarters, including talks with the International Typographical Union on a possible merger, recent Congressional hearings on deregulation, as well as recent changes and more efforts to increase service and information dissemination to the membership.

"Service is the name of the game in the 80's," Jackie told the Board, "and we intend to lead labor in services and benefits provided for our members. That is what has made Teamsters strong over the years."

Another theme that was underscored throughout the course of the meeting was "Teamsters—People Helping People." Jackie outlined many new programs for the future regarding family services and communications efforts toward making all members proud to be Teamsters.

The new IBT film features plans for future programs, and it was announced that other new films produced in-house at the IBT are now on the drawing board. In addition, new pamphlets, brochures, posters and bumper stickers are being prepared now for availability in the new year. Similar plans are being developed for the International Retiree Association under

the directorship of Norman Greene.

In action affecting Teamster retirees, the Board unanimously adopted a resolution to the effect that all Teamster affiliates be urged to encourage the formation of Teamster retiree clubs and to support the International Teamster Retiree Association (ITRA).

The Board also heard a report from Vicki Saporta, the new IBT Director of Organizing, who reported on the enthusiastic response from the field she has received, accompanied by requests for organizing assistance and promising leads from all parts of the country. Saporta discussed plans to survey affiliates to assess our organizing status nationally and to see how the department can best meet the needs of all local unions.

Plans were announced for an IBT National Organizing Conference to be held at headquarters soon after the new year. New organizing materials, tools and pilot projects are now being developed for use at the conference.

The Board also heard a comprehensive report on the financial state of the Union from Secretary-Treasurer Ray Schoessling, including a slide presentation and accompanying chart analysis of the IBT investment program, which was delivered by Gene Burroughs, IBT Director of Investments. The Secretary-Treasurer's report also included an update on the use and future capabilities of the TITAN program.

Jackie announced that he testified before Congress recently on oversight hearings on truck-

ing deregulation. He stated that he had asked Congress to do something to offset the adverse impact of trucking deregulation since enactment of the Motor Carrier Act of 1980. He also informed the Board that three Teamster drivers testified in similar hearings held in the Senate on September 21, and that our members had, in poignant testimony, made a great impression on the Senators.

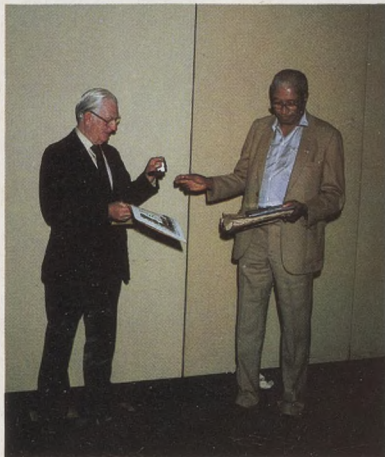
In related action, Jackie told the Board that through our Airline Division, we are making every effort to tell Congress that we want protection for our airline workers in mergers and acquisitions brought about by airline deregulation.

On October 5, it was announced, Ray Schoessling and Bill Genoese, Director of the Teamsters Airline Division, testified before Congress on airline bankruptcies, describing the current abuse of the bankruptcy laws as "a threat to the entire system of collective bargaining that is so basic to our nation's labor policies and the basic structure of the American economy."

The Board agreed that we cannot allow companies to use the threat of bankruptcy procedures in order to evade their collective bargaining obligations.

In the course of the Board meeting, the board members heard a report from the Airline Division and several other IBT departments, including a full update on efforts to increase DRIVE participation in time for the 1984 election.





The Teamsters Black Caucus presented awards to IBT V.P. Joseph Morgan (top left photo), IBT GS-T Ray Schoessling (bottom left), V.P. John Cleveland (top right) and a special commendation to V.P. Robert Holmes.

Teamster Black Caucus Tribute

The Teamsters National Black Caucus, holding their annual two-day convention in San Antonio in late August, presented commendations to several Teamster leaders, among them Teamsters General Secretary-Treasurer Ray Schoessling, and Vice Presidents Robert Holmes, Joseph Morgan and John Cleveland, for each man's longtime support of the Caucus and its goals.

Holmes, also president of Teamster Local 337, was honored with a special Award of Achievement by the Teamsters group, for his active support of the civil rights movement and strong voice in promoting equal opportunities for all workers.

Teamsters Vice President John Cleveland, national chairman of the Black Caucus, presented a special award to Holmes with Caucus members' "eternal gratitude for the leadership and friendship he has

given to us and our constituents. By word and deed, he has made it possible for untold thousands to earn an honest living—to be and become a part of our total society. And by both word and deed, he continues to struggle—shoulder to shoulder with us—to bring that same blessing to those among us still climbing the ladder of equality."

Keynote speaker for the convention of black Teamster leaders was IBT General Secretary-Treasurer Ray Schoessling, who lauded the Black Caucus's growth and success since its founding in 1975.

Reminding delegates of Dr. Martin Luther King's historic march on Washington for jobs and justice some 20 years earlier, Schoessling exhorted them to remember that the "civil rights movement and the labor movement have always walked hand in hand."

He challenged these Teamster leaders to honor Dr. King and "do justice to his dream, by making the creation of jobs for all Americans one of their top priorities," and by organizing intensively to "preserve and extend the gains" already made.

"I have seen the Teamsters grow, through good times and bad, into the most powerful union in the free world," he concluded. "I have seen the contributions to that growth made by Teamsters of every race, color and creed. And looking out among you tonight, I've never been more sure about our future."

Chairing the program was IBT General Organizer Doc James, also a vice president of Teamster Local 142. Arranging the logistics for the annual meeting was A.W. Parker of San Antonio Teamsters Joint Council 58.

Warehouse Division Leadership Changes

It's always sad to say goodbye to good friends, but eventually in our work careers, we all have to.

Such was the case in early November as the International Brotherhood of Teamsters' entire staff gathered to pay tribute to longtime Teamsters Warehouse Director John J. Greeley, whose retirement became effective October 31 of this year.

More than 200 people gathered at headquarters to pay homage to the irrepressible Irishman who, since 1966, had headed this important division for the International Union. Under Greeley's leadership, the Warehouse Division had grown to encompass a major segment of the Teamsters' membership and had long enjoyed the reputation for tough, aggressive, forceful representation among Teamster ranks.

Division stature had risen as Greeley and other union officials guided the union through intensive contract negotiations with major food chains such as A&P and Kroger, stood toe-to-toe with management when necessary, and welcomed and adapted to industry innovations as they came along.

Greeley's insightful leadership had led the union to close and continuing ties with the Butcher Workmen and the Retail Clerks (now one as the United Food and Commercial Workers Union) and led to the formation of a number of joint labor/management committees that would, by sitting together and discussing their problems, resolve many issues *before* they became the subject for arbitration or strike action.

Greeley, born in Boston, Mass. on January 4, 1911, had been a charter member and officer of Boston Teamster Local

829 before being tapped to head a new Warehouse and Cannery Division at the Eastern Conference of Teamsters in 1954. From there, he signed on at IBT headquarters in the mid-sixties.

Greeley's friends and colleagues from the Warehouse Division had gathered as that group met in Boston, Mass. last summer, to pay homage to the Teamsters' veteran, including General President Presser and the entire Teamsters General Executive Board. Vice President Walter Shea said then of Greeley: "He is an example of a great union leader who has done everything in his tenure that could be asked of an officer of the International Union. He has organized, negotiated, served and helped. He is one of the most able, capable, honest men I know."

The entire Teamsters' staff joined in seconding that motion at the going-away party. General President Presser expressed everyone's sentiments when he wished John well, lauded his longtime efforts on behalf of the union, praised his leadership abilities that had, Presser said, "taught me, among others, what it meant to be a warehouse officer in the Teamsters," and invited him back to visit often.



C. W. Smith compares notes with John Greeley (right) at the party.

Wichita's C.W. Smith Will Head Div.

C.W. "Bud" Smith, president of Teamsters Local 795 in Wichita, Kansas, and director of the Central Conference of Teamsters' Warehouse Division, was appointed November 1 to head the International Union's Warehouse Division operations.

Smith, 47, succeeds veteran Warehouse Director John Greeley in the post.

Smith's appointment was announced November 4 by Teamsters General President Jackie Presser. Presser said the youthful Teamster leader had been chosen because of his long familiarity with the industry and its needs, and because he has the "vigor and energy to lead

warehousing industry members to new heights."

"We at headquarters believe he is well-equipped to deal with the forces facing our members in the 1980s and beyond, including computerized warehouses and other technological innovations," Presser said, adding that he expected the International division to remain an "organizing and representation pacesetter" under Smith's lead.

Smith, the son of deceased Teamsters veteran Sam Smith, had another advantage going for him. Working at the Central Conference, he had enjoyed the tutelage of Robert Holmes, director of the Central Conference and longtime chairman of the IBT Warehouse Division.



Industrial Div. Surveys Its Organizing Horizons

Organizing success and the prospect for similar success in the future were impressed upon 200 delegates attending the 3rd annual Teamster Industrial Trades Division meeting in Atlantic City, N.J., Oct. 24-27.

General President Jackie Presser, in an opening session address, declared that the division had grown by 50,000 members in the past six months.

"There's no better investment for workers in America than Teamsters Union membership," said Presser, "and the proof is in our organizing success as wage earners understand this fact of life."

Joe Konowe, director of the division and chairman of the meeting, projected further gains in coming years because one and a quarter million new jobs will be needed every year until 1990 despite employment losses to robotics.

"That's a tremendous organizing potential," said Konowe.

Konowe said more than 200 Teamster local unions in the United States and Canada were now affiliated with the division and would provide the framework for gaining new members.

It was Jackie Presser's first appearance as general president before the Industrial Trades Division meeting. He complimented the division for its achievements to date, calling it a "key segment" of the International Union.

Three times the delegates interrupted Presser with strong applause during his 25-minute talk.

The first came when, after briefly citing the IBT's history of struggle, he declared: "The Teamsters are growing and we are the biggest and the strongest. We have survived."

More applause came when Presser referred to "enemies within the union." He said, "We're going to stop taking it on the chin and give it back to 'em."

Presser gave what amounted to a mini-report of his activity since becoming general president last spring. He was especially proud that the ITU and three other unions had expressed interest in aligning themselves with the Teamsters.

He also expressed pride in the success of the DRIVE program revived under his stewardship. He said DRIVE had collected nearly \$1 million in voluntary contributions for political action, saying it was "the best six months we've ever had." The general president took the opportunity to announce that a new training program soon would be initiated at the IBT headquarters.

He said it will be geared to newly elected principal officers of Teamster local unions so they can get a proper introduction to labor law, negotiations, contract policing, accounting, and other complicated realities.

General Secretary-Treasurer Ray Schoessling spoke to the Industrial Trades meeting two days later. In one important aspect, he echoed Presser's remarks:

"This union is here to stay. There's nothing going to destroy the Teamsters Union. We're going to be here a long, long time."

And Schoessling, as did Presser, received heavy applause on the point.

The GS-T said the International Union's TITAN system, besides being a computerized boon for accounting, was also the finest union communications program in the country. He described the services that could be provided any Teamster affiliate with TITAN.

Schoessling said the IBT's general fund and defense fund both were very solvent in every respect. He added that IBT assets are so well-invested "that we outpace inflation."

Three International vice presidents were on hand for the business sessions: Joseph Trerotola, director of the Eastern Conference of Teamsters; Edward Lawson, head of the Canadian Conference of Teamsters, and John Cleveland of Washington, D.C.

Joe "T," who proposed establishment of the Industrial Trades Division four years ago, discussed the effects of non-union plants and foreign im-

ports upon the American economy.

He lauded Jackie Presser's "vigorous leadership" and urged that all Teamster affiliates cooperate fully with new programs now coming out of the IBT headquarters.

Lawson referred to the abundance of talented Teamster leadership in all areas and gave the opinion that the International Union would get stronger because of improved intra-union communications.

"Changes are taking place," said Lawson, "and the Teamsters Union is back on track with new ideas."

Cleveland likewise lauded Presser's "program of change." He noted that he had been a Teamster 44 years and stated:

"New methods must be adopted on the basis of new ideas, otherwise the Teamsters Union will fail to grow."

Speaking briefly on behalf of other Area Conference directors unable to attend the meeting were: George French for M.E. Anderson of the Western Conference; Norman Goldstein for Joseph Morgan of the Southern Conference, and Paul Steinberg for Robert Holmes of the Central Conference.

Three guest speakers brought outside views to the Teamsters, including: Elmer Chatak, secretary-treasurer of the Industrial Union Department of the AFL-CIO; William Gomberg, a down-to-earth professor from the University of Pennsylvania, and Lawrence J. Brady, until recently the Assistant Secretary for Trade Administration in the U.S. Department of Commerce.

Chatak talked about the problems of organizing and noted the changes in employment, stressing the need for a rebuilding of the declining industrial base.

He remarked on the trend toward service work and noted that the government has predicted some 72 percent of the workforce—90 million wage earners—will be in service industries by 1990.

Gomberg, who teaches in the Wharton School of Finance, brought some new definitions of productivity for the delegates to think about. He said 'productivity' was only "a word that covers every selfish objective that both sides bring to the bargaining table."

He declared that from his vantage as a close observer it seemed that business management is more interested in profitability than productivity while organized labor, meanwhile, is more interested in optimum employment than productivity.

Gomberg stated that unions are necessary to make management manage what they



ITD Director Joseph Konowe

should—engineering achievement instead of financial manipulation. For example, he said, the collapse of the American auto industry "definitely has been a managerial failure."

Brady said Jackie Presser has been on target with his view that something must be done regarding the destructive consequences of foreign imports upon America's industrial base.

Brady explained some of the economic problems from a governmental point of view. He advocated a form of protectionism to make it possible for basic industries in the U.S. to modernize and "get up to speed."

"The Teamsters Union," said Brady, "has an opportunity to help shape the economic changes that must come in the next few years. Your union is

strong and must work to protect the interests of the American worker."

Frank Brown, director of organizing for District 65 of the United Auto Workers, was another guest speaker. He touched on the UAW's time-tested policy of solidarity, adding: "Teamster support is a necessity in the struggles of organized labor."

Wallace Clements, executive director of DRIVE, spoke briefly at a luncheon. He said DRIVE interest has snowballed as local Teamster leaders increasingly understand the need for voluntary contributions to support friendly political candidates.

He especially complimented Vincent Pisano, secretary-treasurer of Teamster Local 443 of New Haven, Conn., for that union's record-setting pace in DRIVE memberships.

Three directors of International trade divisions addressed the delegates, including: Barry Feinstein of Public Employees, William Genoese of Airline, and Norman Greene of Retirees.

Delegates heard brief talks from two IBT headquarters department heads: Paul Locigno, director of the Department for Governmental Affairs, and Duke Zeller, director of the Department of Communications. Another scheduled speaker was Harold Wolchok, secretary-treasurer of Teamster Local 917 in New York City.

Reports were made by members of the division's executive committee, including: William Hogan of the Central Conference, Thomas Brown of the Eastern Conference, Walter Engelbert of the Western Conference and Peter Moslinger of the Canadian Conference.

Several delegates took the microphone at various times to discuss everything from local political action to union busting to new organizing techniques.

A 25-minute video presentation showed the new look of the International Union's headquarters staff under the leadership of General President Presser.

Teamsters' Legislative Conference Convenes in Washington



The 1983 Teamsters Legislative Conference, held November 14 and 15, in Washington, D.C., began with a welcome to delegates by IBT Vice President and Central Conference Director Robert Holmes. Holmes brought greetings from our general president, Jackie Presser.

It was Presser who mandated this Legislative Conference, in keeping with his deep concern for legislative affairs and how they affect Teamsters.

Presser and other Teamsters are aware of the vital role the actions of our Federal and State governments play in the success of Teamster organizing campaigns and effective membership representation.

Vice President Holmes told the guests that national and local legislation is important to all concerned, especially Teamster local unions and the rank and file. He said, "The rank and file are concerned about politics and how it will affect them in the future."

Holmes stressed that what is legislated becomes the law. "Whether it's good or bad, it's what we end up with." He added, "Our general president, Jackie Presser, likes newness brought into our union. Presser has more projects on the drawing board than anyone I know."

Holmes concluded his remarks by noting that delegates at the Conference would be leaving with greater knowledge

of current legislation and the actual legislative process.

Throughout the two days of panel discussions and deliberations, local union legislative representatives evidenced a willingness and capability to overcome any challenges in the future.

How to get effective labor legislation enacted in Congress was one of the principal topics of the program, but Program Chairman Paul Locigno and Co-Chairman Dave Sweeney also spent a lot of time discussing issues that had occurred on Capitol Hill involving the Teamsters and the rest of the labor movement.

Business sessions revolved around the following key themes: voter registration, DRIVE, Right-to-Work laws, the 1984 Congressional races, the structure of the 98th Congress, pending labor legislation, structure of the new Governmental Affairs Department, and the impact of deregulation on both the airline and trucking industries.

The topic of voter registration brought on a strong debate about how best to motivate members to participate in the political process. Many of the delegates seconded General President Presser's desire to see all Teamster members, including our retirees, register and vote in the upcoming 1984 elections. The votes are desperately needed and will influence all our future dealings with our

representatives on Capitol Hill.

There are currently 20 right-to-work states. The Teamster speakers noted the need to fight this union-busting trend and oppose any new proposals brought up in State legislatures or on Capitol Hill. Conference participants also learned about the functions of the recently reorganized Governmental Affairs Department at headquarters.

Governmental Affairs, along with the Legislative Department, is responsible for communications and activities in Congress, and also works closely with the DRIVE program, which handles Teamster political action funds.

Governmental Affairs deals directly with administration departments and federal agencies. It effectively represents the needs of the Teamsters' membership to their elected officials and these agencies, and is responsible for bringing to the attention of the proper officials and agencies, problems and requests affiliates might have.

Guests at the Conference session, in addition to IBT Vice President and Central Conference Director Robert Holmes, included Director of Retiree Affairs Norman Greene; Deputy Under-Secretary of Labor for Intergovernmental Affairs Paul Russo; Senator John Danforth (R-MO); Representative William Clay (D-MO); DRIVE Director Wallace Clements; and DRIVE

Field Representative T. Tommy Cutrer; along with Doug Patton, Commissioner, Federal Election Commission; Marty Franks, Democratic Congressional Campaign Committee; Joe Gaylord, Republican Congressional Campaign Committee, and Congressman Bill Coyne.

Paul Russo discussed the Department of Labor and how it works side-by-side with the Teamsters and other unions. Russo explained to conference participants that the Labor Department has been very successful in offering advice and assistance to labor unions, and stands ready to do the same for the Teamsters. "Teamsters should make themselves more aware of the services that are offered by the Labor Department, especially concerning legislative procedures," he noted.

Republican Senator John Danforth of Missouri took time out of his busy schedule to speak at the conference. Senator Danforth informed the delegates that he was working toward truck safety and more effective enforcement of safety laws. Danforth said, "Vehicles should be made safer and checked regularly for maintenance problems. By doing this, we will have fewer fatalities on our highways."

The Senator also discussed

several bills he plans to introduce to Congress which he feels will promote safety on our highways. Senator Danforth has supported the Teamsters Union on many issues and was, in fact, the first Senator to speak out against the "right-to-work" law when it was introduced in Missouri. Assured that he will continue to back the Teamsters Union in the future, delegates responded enthusiastically.

Democratic Congressman William Clay of Missouri was a welcome voice to hear at the Legislative Conference. Representative Clay called the Teamsters Union one of the greatest organizations in the entire labor movement.

Clay, who spent his entire adult life in the labor movement or in the pursuit of goals of the labor movement, stated that he had never before encountered an administration more anti-union or determined to destroy the labor movement. "The policies and programs now being promulgated are sinister, and in some instances, diabolical," he maintained.

Clay ended his speech by saying, "Let me remind those of you who love to watch the daytime television soap operas—that as we sit 'On the Edge of Night' remember that we live in America, not 'Another World.' And that conscience dictates

that we make it a better place for 'All My Children,' not just the 'Young and the Restless.' While we must show great concern for 'Ryan's Hope,' we must also hope that our people get quality care from 'The General Hospital,' because we have but 'One Life to Live.' Now 'As the World Turns,' let's go out and elect those candidates who have been 'A Guiding Light' in our 'Search for Tomorrow'."

Wallace Clements, director of DRIVE, also chaired a panel discussion at the conference. Participating were Mitch Ledet, Local 270, New Orleans, Louisiana, and Vincent Pisano, Secretary-Treasurer, Local 443. The three men detailed how important DRIVE is to the Teamsters Union and emphasized how important healthy DRIVE coffers are to our political future.

Another panel held during the conference centered on current legislation affecting the Teamsters Union and the edge a strong DRIVE program could give us.

Five Teamster officials discussed their own ideas as to what the Teamsters can do to be more effective labor lobbyists: T. Tommy Cutrer, DRIVE Field Representative, Moderator; Matt Abboud, DRIVE Chairman, Joint Council 13, St. Louis, Missouri; Gerald O'Hara, Legislative Representative, Califor-



nia Teamsters Public Affairs Council; Irv Silbert, Legislative Representative, Ohio Conference; and Barry Feinstein, Joint Council 16, Public Employees Trade Division, Director. When the panel was opened to a question-and-answer session, many ideas were brought forth concerning the Teamsters' legislative views and how we can best make them heard by government officials.

Congressman Bill Coyne stopped by unexpectedly at the conference to thank the Teamsters Union for the generous contribution given to his 1983 election campaign fund.

General Secretary-Treasurer Ray Schoessling, a keynote speaker at the Legislative Conference, told delegates, "We are the largest labor union in this free trade world. We wouldn't hold the title if we didn't do so much to prove it." Schoessling went into the facts and problems we are having with de-

regulation. "It's hurting the airline and trucking industries. This is the reason why so many companies are going belly-up and losing all they own."

Schoessling noted that we have DRIVE at our disposal so that we can support the candidates we feel positive about, who'll back the Teamsters and the issues for which we stand. If we convince members to support DRIVE, we stand a chance to convince the politicians to stand with us, he told delegates. If all of this happens, the Teamsters will leave a legacy to remember.

Doug Patton, a member of the Federal Election Commission, spoke to the conference about the Federal Election Law, and how it affects labor unions. Much was discussed on this subject, with many of the delegates saying that they had learned much about the complexities of federal election law.

Duke Zeller, Director of Communications; Vicki Saporta, Director of Organizing; Mary Ann Keefe, Director of Research; Ann Thompson, Director, Information Center, and Tim Scully, Legislative Representative, all spoke briefly about their departments and the functions they serve. This was to inform the delegates of the facilities available to them.

Closing speakers of the conference were Marty Franks, of the Democratic Congressional Campaign Committee, and Joe Gaylord, of the Republican Congressional Campaign Committee. These men described both sides of the coin (Democratic/Republican) for the upcoming 1984 election. They also discussed the effects that the Reagan Administration has had on our economy and on unemployment. They were very explicit and straightforward about what we are going to see in the 1984 political campaign.



**From All of Us,
the Officers and
Headquarters
Staff of the
International
Brotherhood of
Teamsters,
Come Wishes for
the Happiest
of Holidays and
the Best of
New Years**

Teamsters Tackle Deregulation

Question Head-On in Leg. Debates

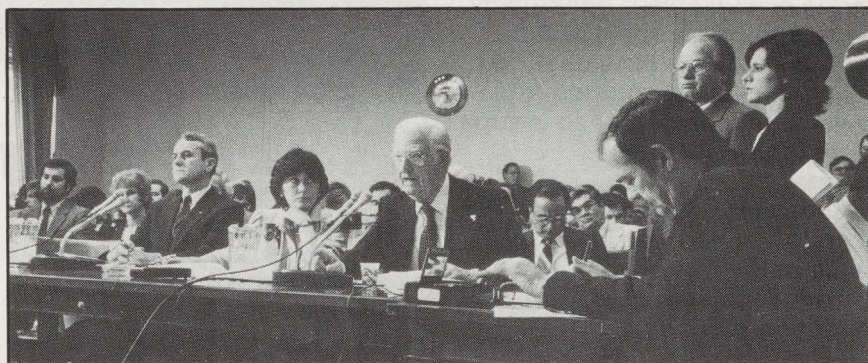
Appearing before House and Senate forums in the past two months, representatives of the International Brotherhood of Teamsters tackled the issue of deregulation of both air and motor carriers, asking tough questions and posing solutions to help both hard-hit industries.

Precipitating matters in the airline industry, of course, were announced carrier problems at both Continental and Eastern Airlines, with Continental threatening bankruptcy if accommodations couldn't be reached on cutbacks with their employees.

Teamsters were at the forefront of efforts to resolve this issue, quickly calling on both Congress and the Reagan administration, in concert with unions involved, management and employees, to join in efforts to restore industry stability.

"We need action by the oversight committees of the House and Senate to clean up the fallout from the Airline Deregulation Act," said Teamsters Airline Director William F. Genoese. "The Secretary of Labor and the Department of Transportation should also be called in to work out a plan for the survival of the industry." The Teamsters called on AFL-CIO unions with members in the industry, among them the Air Line Pilots Association, the Brotherhood of Airline and Railway Clerks, the Transport Workers Union and the International Association of Machinists along with several independent unions, to join with the Teamsters in presenting the labor viewpoint to the government.

The union cited deregulation as the main cause of price wars



GS-T Ray Schoessling decries bankruptcy tactic before House panel.

that are "crippling many formerly profitable airline operations, in turn forcing carriers to look to their employees to subsidize reckless fare-cutting by giving up wages and benefits and suffering layoffs."

Teamsters Airline Division Director Genoese noted that the Teamsters have been very active in finding constructive solutions to industry ills, including a unique Pan Am plan that put union members on the company's board and obtained for them the largest single block of Pan Am shares through an employee stock option plan in return for a temporary 10% wage cut and freeze, most of which already has been restored, a similar plan recently agreed to in principle at Western Airlines, and a stock ownership program negotiated at financially troubled World Airways—all achieved through good faith bargaining.

He and the Teamsters urged all unions involved to participate in finding solutions, called for action by oversight committees of the House and Senate to clean up the fallout from the Airline Deregulation Act, and urged the government and federal agencies to participate.

"We need a total commitment, not only from Congress, but from the Administration, management and labor, to solve these problems," Genoese said.

Appearing before the House Subcommittee on Labor-Management Relations and Labor Standards early in October, Teamsters General Secretary-Treasurer Ray Schoessling joined Genoese and IBT Attorney Wilma Liebman in calling for strong action, not just to remedy deficiencies caused by the Airline Deregulation Act, but to counter the slew of bankruptcies and threatened bankruptcies that are undermining the industry today.

Schoessling graphically described the plight of airline employees in today's deregulated airline industry, in urging the panel to correct abuse of the nation's bankruptcy laws by carriers, a systematic problem that since deregulation has posed "a threat to the entire system of collective bargaining. He urged legislators to implement "safeguards to protect the bargaining process, and find ways to protect the pension rights of workers being hurt."

Citing the Continental Air-

lines and Manville Corporation bankruptcy cases, Schoessling warned legislators that companies are using the "mere threat of bankruptcy procedures in order to evade their collective bargaining obligations," adding additional burdens and fears for thousands of workers.

"These problems will be made even worse if bankruptcy ceases to be an act of last resort of an ailing company, and instead, becomes an available avenue for companies to escape from their obligations," he warned.

Teamster witnesses noted the correlation between the situations in the airline and motor carrier segments of the transportation industry.

"The difference," General Pres. Presser said, "is that if a trucking firm goes out of business, nobody hears about it. But in the case of the airlines, you have highly visible companies, with tens of thousands of employees, serving millions of travelers. When they suffer, it's news."

Cooperation Is Sparked

Soon after the Teamsters issued a call for airline union solidarity, Teamsters General President Jackie Presser announced that the first example of that had just taken place, with a Teamsters/Air Line Pilots Association meeting to discuss a number of mutual interests, among them a pilot's strike against Continental.

Presser, noting several meetings that have taken place, assured Henry Duffy, president of the group, and his members that the "International Brotherhood of Teamsters stands shoulder to shoulder with them."

"The issues here are justice and jobs," Presser added, "That's what Mr. Duffy and his people are fighting for, and the Teamsters will do whatever we can to support them."

Teamsters "know firsthand what deregulation has done to



A Trucking Nightmare

Two hearings held before Congressional panels on deregulation during the period also highlighted the impact of deregulation—this time on the hard hit motor carrier industry.

On October 25, General President Jackie Presser took the union's case before the House Subcommittee on Surface Transportation.

There, he told legislators of the "nightmare" deregulation

had proved to be for the trucking industry.

Presser called for a number of corrective measures. Among the things Presser sought, in addition to requiring the ICC to adhere to the legislative intent of the 1980 legislation, were establishment of a Jobs Referral Bank, designation of minimum financial responsibility levels for carriers at \$750,000, the closure of a number of loopholes in current bankruptcy laws, deferral of any proposals for future deregulation, and the possibility of legislatively providing health insurance for the unemployed.

"All the Teamsters are asking for is equity," Presser said. "We don't want special favors, but we do want to preserve the trucking industry in America."

Appearing with Presser at that hearing to lay the case before the House members were Mary Ann Keeffe, director of the Teamsters Research Department; R.V. Durham, director of the union's Safety and Health Department, and Norman Weintraub, director of the union's Economics Department.

At an earlier hearing, before the Senate Committee on Commerce, Science and Transportation, the Teamsters had already proved that there are two very different sides to the deregulation issue.

Sitting at a witness table ready to testify, union representatives listened to a whole array of witnesses, including Sec-

the trucking industry in this country, and now we're seeing it happen to the airlines," Presser added. "The corporate abuse of bankruptcy laws that the airline pilots are opposing has occurred in the trucking industry as well."

The Teamster leader lauded Duffy's progressive stance, in heeding the Teamster's call for inter-union support on problems facing the industry. "For years, we've been trying to get together on these issues," Presser said, noting that discussions between the Pilots and the Teamsters "signal a new unity and aggressiveness in the labor movement on behalf of our respective members."

"We'll be working closely on both the legislative and communications fronts in order to bring the facts before the American people," he pledged.

retary of Transportation Elizabeth Hanford Dole, Interstate Commerce Commission Chairman Reese Taylor, and Department of Justice's Antitrust Division Chief William F. Baxter—ALL OF WHOM proclaimed the great success of the motor carrier deregulatory efforts, and urged still more deregulatory actions—efforts that would completely remove ALL regulation from this industry.

It was a little disconcerting, to say the least, for three special Teamster witnesses at the hearing—all unemployed trucking industry drivers from Teamsters Local 391 in Winston-Salem, N.C.

The disparity was even greater, after the witnesses told their tales. Instead of successes, these real life victims of deregulation told of lost jobs, lost earnings, lost health insurance and pensions, destroyed family lives and personal disasters.

Jack Chambers, Marvin Saunders and Barney Huffman clearly blamed deregulation, not poor economic conditions, for what they had suffered since 1980.

Chambers' tale was most heartrending of the three. He described how he'd been reduced to working casual labor, 24 hours a day, seven days a week, whenever he could get it, after 16 years as a professional driver with Spector Red Ball.

He told, too, of moving into an inherited house, selling his car and struggling to pay for "lowest option" health insurance on a meager weekly unemployment check, even as he struggled to pay unreimbursed costly medical bills for experimental treatments his wife needed in a life-or-death struggle with cancer.

"After my layoff, I lost it all—health insurance, my chance at a pension, security for today and the future," he told the committee. "I blame deregulation for some of this, Senators, because before the Motor Carrier Act of 1980 came into being,

Spector was a healthy carrier, it employed a lot of people, we were contributing members of society, and we had dignity."

"Wide open entry, overbroad grants of jurisdictional authority, disruption of the industry by throwing in too many carriers in a given area, not caring about the little guys, the shippers and the small communities, putting in place policies that don't allow carriers to earn enough profits or stay competitive enough to stay in business—these all resulted from deregulation and are making things worse in the industry that employs many of us," Chambers emphasized.

Buoying the Teamsters' assertions were several recent studies introduced into evidence by the union, including the third Teamsters' survey of layoffs in the trucking industry, which again documented the 100,000 layoff figure the union has experienced. New data showed these layoffs to be long-term, and directly attributable to carrier bankruptcies and layoffs caused by deregulation.

Another IBT survey, of ongoing bankruptcy litigation, showed the many firms and Teamsters affected.

One very conclusive piece of evidence introduced by the Teamsters was "The Impact of Economic Change and Regulatory Reforms on the U.S. Trucking Industry," an objective analysis completed for the Teamsters by the prestigious economic consulting firm, Data Resources, Inc.

Among the firm's conclusions was the finding that small towns and small shippers are facing much higher rate increases under deregulation than in decades before.

The group also noted that smaller, less well-financed motor carriers may not be able to provide the same level of service, not to mention a broader range and more sophisticated services needed in the years ahead—as the larger carriers they have displaced since 1980.

The group also said an aging, over-the-road truck fleet implies growing safety problems in the 1980s, and perhaps most importantly, that deregulation is responsible for nearly 50% of the decline in Class I and II motor carrier tonnage since 1980.

While it's unlikely Congress will roll back airline and motor carrier deregulation, measures can be enacted to protect workers adversely affected and prevent further erosion in these vital transportation industries.

Additional safeguards also can be legislated, if Congress will heed the suggestions put forth by the Teamsters.

Senator Bob Packwood, Senate Commerce Committee Chairman, said at the oversight hearings that he had heard "nothing, no criticism at all" of deregulation from his constituents. So said DOT, ICC and Justice.

Maybe we need to raise our voices a little louder and tell the Congress just what impact deregulation has had.

Below, the Senate hearings.





Teamster Editors Survey IBT Innovations

More than 60 Teamster affiliate editors and publishers arrived in Washington last month for the first editors' seminar since 1976, and right from the start, one thing was obvious. Things are changing rapidly and advancing technologically at International headquarters.

Editors, from the start of the day-long session until its finish late in the afternoon, were apprised of the many innovations implemented in the past six months to help them do their job of keeping our members well informed on the union and issues affecting them.

Chairing the intensive session was Duke Zeller, director of the Department of Communications for the International Union. Zeller gave the editors a comprehensive overview of the changes that have been taking place at Teamsters headquarters.

Zeller noted that some of the primary purposes for the session were to find out where these field experts thought the International had been off-track or could provide better service to assist them in getting news to the membership, exchange information and insights, and share new techniques to make the communications process more effective and productive.

Zeller solicited the help of these Teamster experts in ac-

complishing a mammoth communications task for the union.

Teamsters General President Presser, the "Great Communicator" as Zeller called him, was an extremely popular speaker with delegates. After greeting them with General Secretary-Treasurer Schoessling early in the day, Presser later exhorted each editor to make a commitment to getting out the true facts about our International Union.

"Representing 1.8 million members is a very serious responsibility," he noted. "We have a great story that can be told. The accomplishments of our International Union are awesome.

"While the rest of labor is dwindling, we in the Teamsters are growing," he said, emphasizing that there must be a good reason for that.

Presser noted some of the recent changes he had made at headquarters, including the reestablishment of an organizing department and reorganization of several others.

Legislatively, he noted, Washington is the site where all legislation is enacted. Presser pointed out, "Sometimes we should attack them (legislators); sometimes we should give them accolades, but we always should be aware of their activities. Our new legislative newsletter identifies

those issues of which we need to be aware."

Presser urged each editor to publish an "attack paper." "Find out why we are importing foreign products, and why congressmen are closing plants in your area! On imports, take a stand," he emphasized. "Imagine if everyone went home, had their members sign a petition and sent it to Duke. We could easily have a million signatures opposing plant closings," he noted. "That's the power we want to stimulate and utilize among our membership!

"No one at the IBT owns the union," he added. "We are elected to serve people, and we can do that best when we are communicating.

"We need to recognize the power of the pen!" Presser told the group. "You are all newspeople. You came to learn. And if we train an audience of 100, that 100 can go and educate others, get them to vote, get them active in politics.

"When we called this meeting, it was because we need you," Presser acknowledged. "For the first time, our International Union is going on the offensive. We have the greatest story in America to write. We need to get the story out to the American public that we are doing a good job here at the International Union. We accomplish incredible things, but we



don't know how to communicate with each other," he said.

"We need to take advantage of your publications and ours. We organize chicken pluckers and paper cutters; one-third of our membership is now female; we have a lot here—from the cradle to the grave service—and we have 350,000 Teamster retirees, more than most of the International Unions in the entire AFL-CIO, all marching proudly under the Teamsters banner. Those are important stories to tell!

"I am a communicator," Presser concluded. "We are putting in all kinds of new communications systems, with one purpose in mind—to serve you. Our only product is live human beings," he pointed out. "That is the product we speak for. We are going to communicate and we are going to get our messages across!"

An intensive and in-depth hour-long question-and-answer session with Presser followed.

A number of other speakers also addressed the group.

Zeller, joined by Maureen Martin, editor of *International Teamster*, detailed many of the new programs implemented by General President Presser.

These include a new telecommunications center to monitor late-breaking news and relay it quickly to affiliates; a new Speakers Bureau that provides speeches and speakers to affiliates upon request, speakers manuals to help affiliates handle public speaking demands; and a traveling display series that can be used at meetings

and seminars. Editors also heard about a new series of bumper stickers, badges and t-shirts and a poster series to foster Teamster pride. Editors also learned of a new retiree newsletter directed to the special interests of senior Teamsters, and a growing array of new brochures, organizing materials and publications being tailored to affiliates' needs.

Implementation of a series of certificates honoring Teamsters and those who aid our union for their special accomplishments was especially well-received. So were packages being readied and planned new video presentations to welcome new affiliate officers and acquaint them with the services available at headquarters.

Better communications links also were announced. Among these are direct TITAN terminal links to most IBT offices, 24-hour phone-in capability in the Communications Department, a special Western Union communications line, and a Legis-Late line that keeps our Legislative Department informed on all late-breaking Capitol Hill developments.

A film, "Challenges of the 1980s," produced by the union, graphically showed the editors many of the changes taking place within the union to expedite service, with an accompanying infusion of new spirit and drive.

Describing recent departmental changes to better service the membership were Director of Governmental Affairs Paul Locigno, Legislative Director Dave

Sweeney; Research Director Mary Ann Keefe, and Information Center Director Ann Thompson.

Education Director Art Kane, Safety and Health Director R.V. Durham, the union's Industrial Hygienist Suzanne Kossan, and Organizing Director Vicki Saporita emphasized the importance of effectively communicating, in their discussions with participants.

Discussion of an ongoing program to utilize the Teamsters' TITAN system to process DRIVE contributions was another important topic. DRIVE Director Wallace Clements detailed the importance of getting adequate financing to bankroll upcoming political efforts, while Dick Bell, assistant to the General Secretary-Treasurer, and Ed Dellinger, director of Electronic Data Processing, explained the logistics involved in harnessing TITAN for the task.

One of the day's highlights was a special round-table discussion on how the union can have an impact with policymakers chaired by Zeller, with assistance from veteran public relations advisors Peter Halbin and Frank Mankiewicz.

This challenging forum produced a lively give-and-take and answered many of the editors' questions.

Better service and increased communications were the goals of the one-day meeting. Leaving, participants, representing more than 110 Teamster publications, seemed enthused about the new programs and policies and eager to implement them.

Teamsters Give ITU Officers In-Depth Briefing in Wash.

Visiting International Typographical Union officers, representatives and organizers were given a top-to-bottom tour of IBT headquarters and an in-depth briefing on services available to affiliates when they visited Washington, D.C. October 25.

The visit, precipitated by General President Jackie Presser's earlier invitation to ITU to consider a merger with the Teamsters, followed an October 11 visit by Teamster officers to ITU headquarters in Colorado Springs, Colo. It came amid ongoing talks between ITU and Teamster attorneys over specifics of a merger document.

Talks were proceeding so well, in fact, that the AFL-CIO tried to stave off the merger by suggesting that ITU consider the possibility of an alternative merger with the Newspaper Guild and the Graphic Communications International Union. ITU leaders noted that they would, as delegates directed, consider any viable options, but would continue talks with the IBT.

Visiting Teamster headquarters, they were given extensive tours of all IBT facilities.

Teamsters General President Jackie Presser and General Secretary-Treasurer Ray Schoesling held nothing back as they chaired the day-long session and gave the nearly 50 ITU officials present comprehensive information on the operation of the union, its financial solvency and what they could expect as a trade division of the Teamsters.

Reports from the IBT Investments, Pension, Education, Legal, Governmental Affairs, Research, Information Center, Legislative Affairs and Communications Departments gave



The officials get a detailed look at IBT operations.



them a good nuts-and-bolts understanding of headquarters operations.

The ITU leaders also received extensive reports on the Teamsters' International pension programs and health plans.

One area of special concern to the ITU was retiree affairs. General President Presser and Retiree Affairs Director Norman Greene described our many services, including an extensive and growing network of retiree chapters across the U.S. and Canada, and new newsletter. Talking about extensive services offered within the Ohio Conference of Teamsters to retirees, including five specially equipped retiree housing complexes and countless health assistance programs, Presser expressed the hope and intent to make such programs national in scope one day, and described ongoing attempts to create new Teamster housing facilities.

Teamster leaders noted, too, that with more than 150 newspapers and printing companies and 75,000 printing industry employees already organized nationally, the IBT already stands as one of the major forces in this industry.

As General President Presser told ITU delegates during the session, "We are not here competing with anybody."

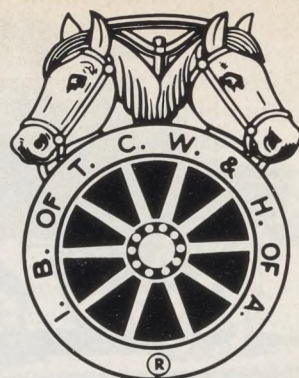
"The best investment in America is the Teamsters Union," he said. "We have a record to talk about."

"There is a membership involved here," he added. "I did not send for anybody. All I can say is 'negotiate up; do not negotiate down for your people.' Be as fair with me as I have been with you," he concluded. "Put our proposal against anyone else's in the world and then see where we stand."

ITU President Joseph Bingel already has noted publicly that the Teamsters have offered the printers and mailers extremely favorable merger terms, among them lower dues than ITU members currently pay, autonomy and the promise of increased power at the bargaining table.

ITU representatives left IBT headquarters fully equipped with facts they needed to objectively weigh the pros and cons of the prospective merger. The ultimate choice will be up to ITU leaders and 70,000 members in the U.S. and Canada.

80 YEARS YOUNG & STILL GROWING



"There is no industry today that can successfully carry on their business if the teamster lays down his reins."

Those words, spoken by American Federation of Labor Treasurer John B. Lennon in 1902, hold as true today for the fourth and fifth generations of workers marching under the Teamsters banner.

The International Brotherhood of Teamsters, with nearly 1.8 million members in the United States and Canada, is the largest labor union in the free world. Perhaps one of the most unique things about our organization is its diversity—that a union begun by team drivers and warehousemen could, over the years, acclimate itself to changing times and needs, and in the process, attract new

members from far outside its traditional ranks.

All that became the Teamsters began with fiery, independent souls—tough, strong men who were the purveyors of people and freight.

Heeding a call from the American Federation of Labor, representatives of nine locals involved in cartage met at a December, 1898 American Federation of Labor (AF of L) convention in Kansas City to discuss formation of a union strictly for teamsters.

From two early rival organizations formed in this era, the Team Drivers International Union, formed in 1899, and the rival Teamsters National Union of America, formed in 1902, would emerge the union we know today. The first national meeting of the new organization took place in Niagara Falls, New York, in August, 1903. From these roots would grow the mammoth and powerful International Brotherhood of

Teamsters, Chauffeurs, Warehousemen and Helpers of America.

On October 3, 1903, the new International Union first opened its doors for business, with headquarters at 147 East Market Street, Indianapolis, Ind.

Seven Presidents and seven Secretary-Treasurers since 1903 have held the reins of this mighty giant, each stamping his own imprint on the union. From Cornelius Shea and E. L. Turley to Jackie Presser and Ray Schoessling, Teamster officers have held as their goal always furthering the causes of working men and women.

But over these 80 years, these eight decades of progress, they have coped with changing times and changing fortunes. Teamsters have seen the very fabric of life changed by technological innovations. Our leaders have had to be imaginative and energetic. Guiding a giant like the Teamsters required no less than their best and that is what they've tried to give. Demands of each decade posed new challenges, challenges Teamster leaders tried to live up to.

In 1909, the IBT expanded its title to reflect more fully the extent of its membership. The new name, certified by the AF of L in November of that year: International Brotherhood of Teamsters, Chauffeurs, Stablemen and Helpers of America.

In 1940, that name would change one final time—with a substitution of 'warehousemen' for 'stablemen,' the union would become known officially as the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.



INTERNATIONAL BROTHERHOOD
OF
TEAMSTERS





Teamsters for many years plied their trade, using teams, carts and wagons, with the all-important horse, which was a vital key to commerce.

The average team driver, working a 12-to-15 hour day, seven days a week, knew that animal was essential to his survival.

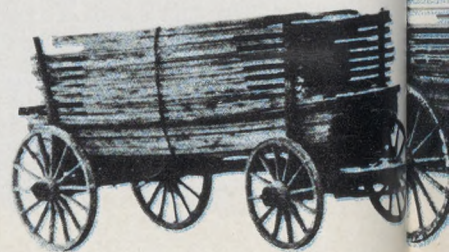
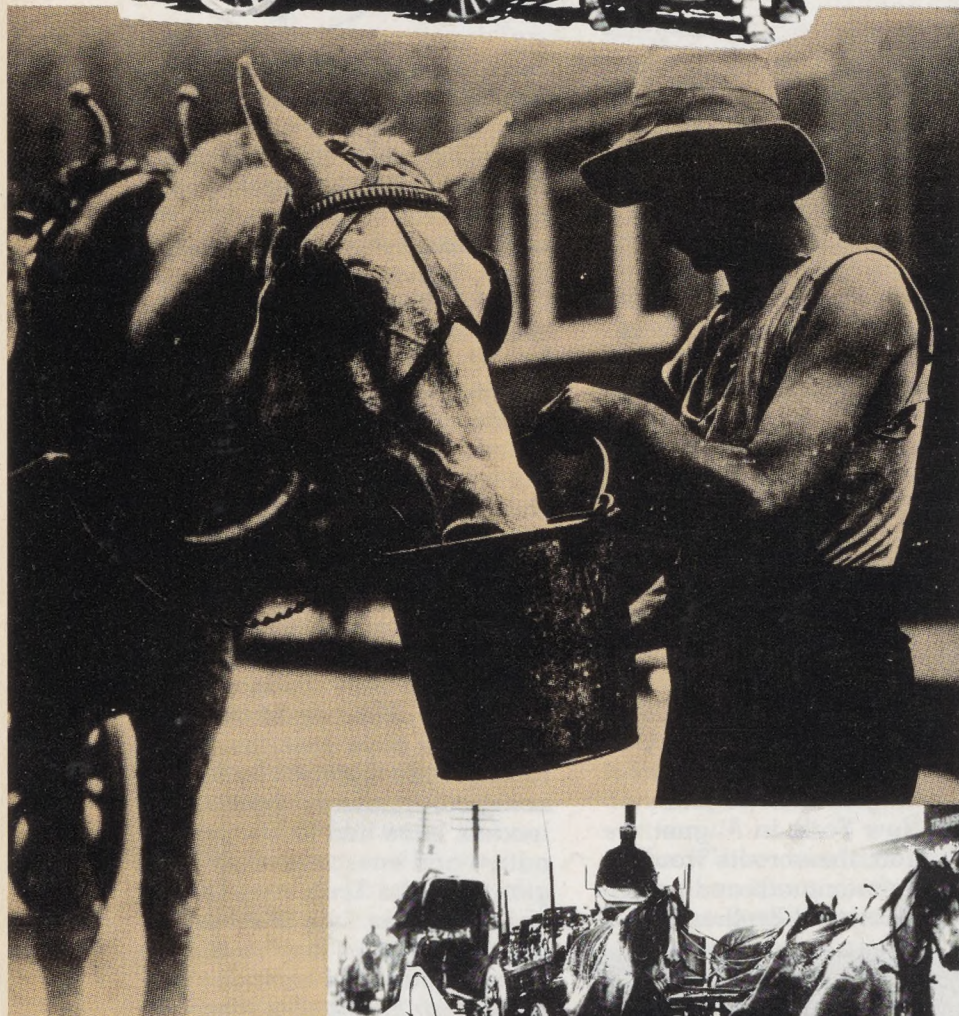
"Ten years ago, there was no organization among the teamsters of the country, and the driver was treated with less consideration by his employer than the horse he drove. The horse was petted and well-fed, while the driver and his family often went without the necessities of life.

"The International Brotherhood of Teamsters has changed all this, and has bettered the condition of the teamsters all over the country. The horse continues to be well treated, and the drivers' demand for consideration is now respected . . ." AFL President Samuel Gompers told the 1906 Teamsters convention.

Less than six years later, an event would occur that would change the teamsters' lives forever.

While thousands of teamsters were still engaged in handling teams of horses, others were gravitating to a new invention—the motor truck, offshoot of the automobile.

In 1912, employing one of these new-fangled contraptions, an Alco truck, teamsters from the Charles W. Young Co. in Philadelphia would set out with three tons of Parrot Brand Olive

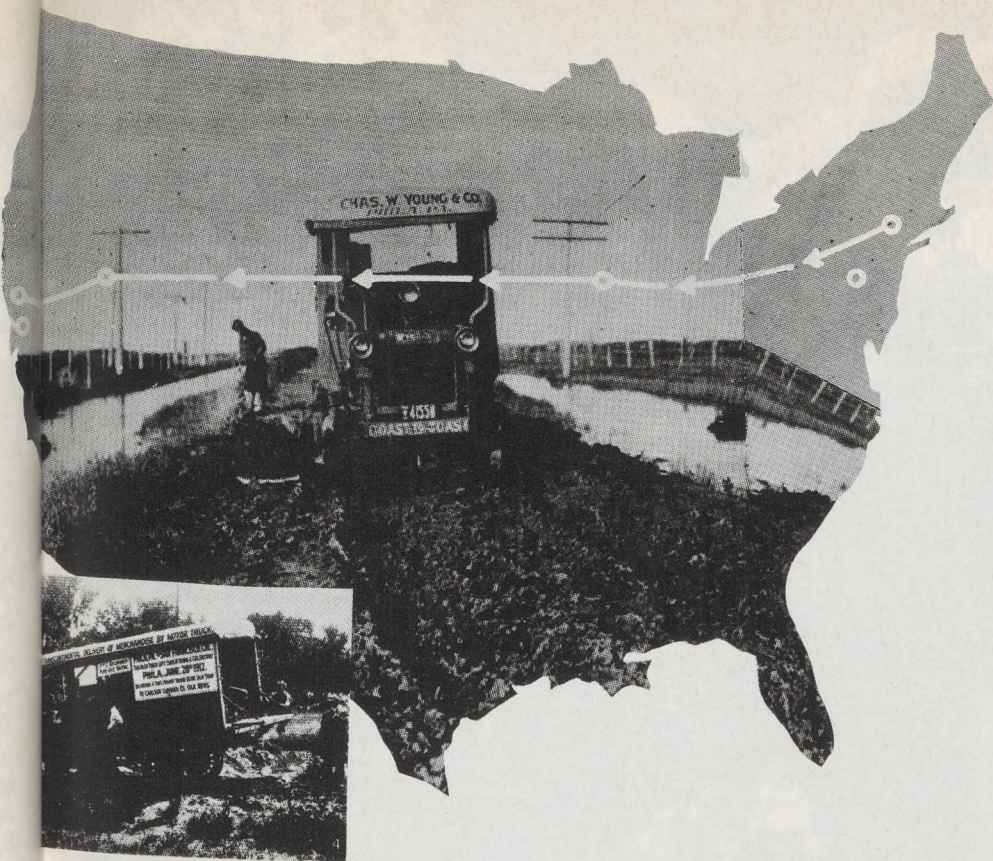


Oil Soap for Petaluma on the West Coast. During that trek, the drivers faced washed-out roads, torrential downpours, brushes with buffalo and more than 100 bridges they had to shore up to make their way West.

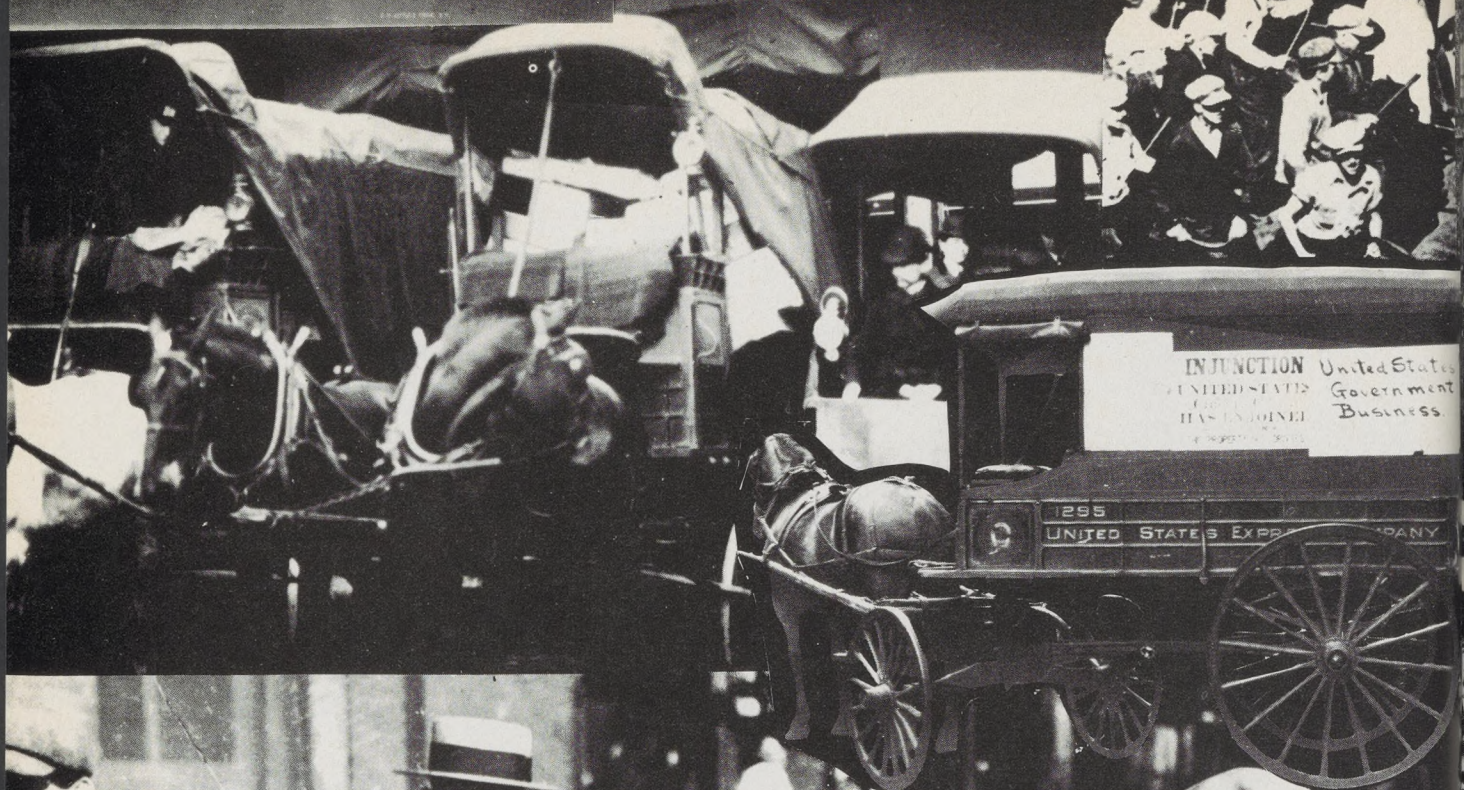
By the time they'd reached the West, however, they'd set an historic precedent. The first transcontinental delivery of merchandise by motor truck would inaugurate an era.

Over the years, the Teamsters Union would see its membership grow from 79,000, recorded in 1903, to a high of more than 2.2 million members, set in 1974, based on union inroads in the trucking industries and dozens upon dozens of related occupations.

Alas, the change would slowly sound the deathknell for the teamster's trusted companion—the horse. In one of the final ironies, at many depots throughout the country, horse and vehicle would stand side-by-side loading for years to come. And perhaps the biggest indignity that could occur often did—the relegated horse being forced to rescue a stranded automobile or truck.



AMERICAN EXPRESS





During the union's early days, and down through the years, Teamsters would develop a reputation—they would become known nationally as a strong, dynamic, militant union that would stand up for its rights and its jurisdictions when challenged, but would reason with skill and courage and be conciliatory when warranted.

Having the power to shut down commerce in a city or an entire area was a powerful incentive to businesses to negotiate. Other unions also quickly came to know when the Teamsters gave *their* pledge of solidarity and support, it would be upheld.

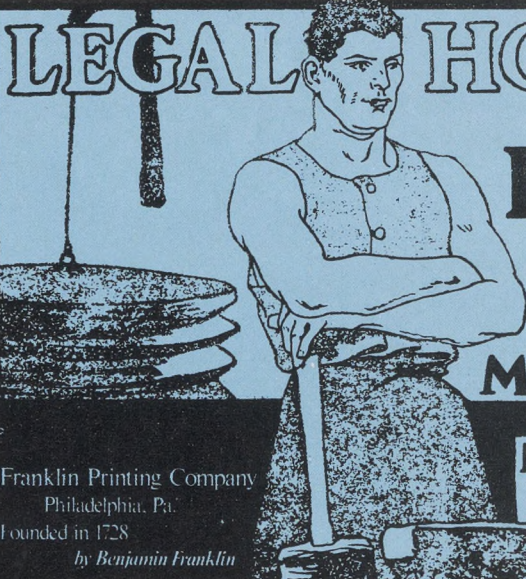
During its early days, the union would see many serious strikes, like a 1903 one in Chicago, where 1,200 livery drivers, seeking two dollars pay for a 12-hour day and faced with a lockout unless they renounced their Teamsters membership, would make a stand for their rights. In 1905, sentiment against the new union would again rise, as 4,600 Teamsters supported the efforts of striking special-order tailors working for many of Chicago's businesses, among them Montgomery Ward, in the end, facing strikebreakers carrying clubs, an order by Chicago Mayor Edward F. Dunne ordering unauthorized guns out of hands and off the streets, and a court injunction carried by all wagons that would, in effect, make transportation the business of the federal government for the duration of the strike. Men rode shotgun on some wagons.

Years later, in Minneapolis, another major confrontation would arise that would prove that Teamsters did not back down when basic issues were involved, no matter what the costs to individuals. They, long before, had discovered the strength in solidarity.



Whenever a call has been made on our nation and its people, Teamsters have answered. World War I; World War II; The Great Depression, with its National Recovery Act; the Civil Rights Marches of the '50s, '60s and '70s; the battles for Workmen's Compensation and Social Security, the Fair Labor Standards Act, Child Labor Laws, the National Labor Relations Act and "Equal Work for Equal Pay"—All were fought and won by Teamsters down through history. With back-breaking work and political activism, we have played a crucial part in finding answers to some of America's most soul-searching issues.

LEGAL HOLIDAY



Labor Day

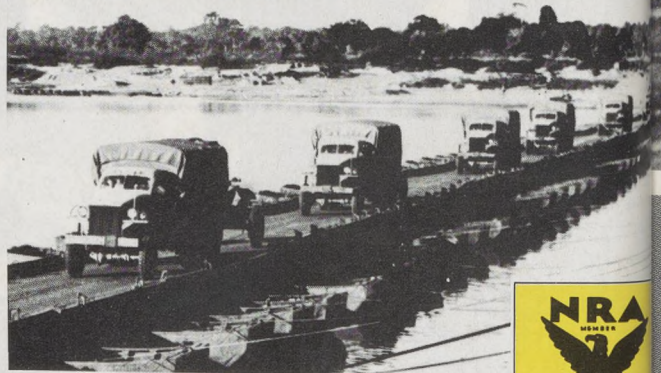
Monday Sept. 6

No Business Transacted

Franklin Printing Company
Philadelphia, Pa.
Founded in 1728
by Benjamin Franklin

American Labor

...PRODUCING FOR ATTACK



MR. PRESIDENT:
VETO
THE HARTLEY-TAFT
SLAVE LABOR BILL







The opening of the Chicago market was the scene of activity in 1925 for many of the almost 27,000 Chicago Teamster members. Combined treasuries and properties of the Chicago-area locals amounted to nearly \$700,000 and represented the largest concentration of IBT members in any locale.

For many years, the Central States area would be the powerhouse for Teamster activities, would give us Teamster leaders like Jimmy Hoffa, Frank Fitzsimmons and Jackie Presser, and would foster industry innovations such as the 1967 Teamsters National Master Freight Agreement, governing the trucking industry.

Thanks to innovative contract bargaining and some tough table tactics, we would also acquire many new jurisdictions over the years, including cannery workers. The brewery workers, impressed with Teamster successes, would in 1973 opt for a merger with our union, rather than staying in the AFL-CIO, which we had left in 1957.

Dedication to progress, creative use of intra-union structuring, such as the establishment of the five Teamster area conferences over the years, and strong local union autonomy all combined to make our union a winner.

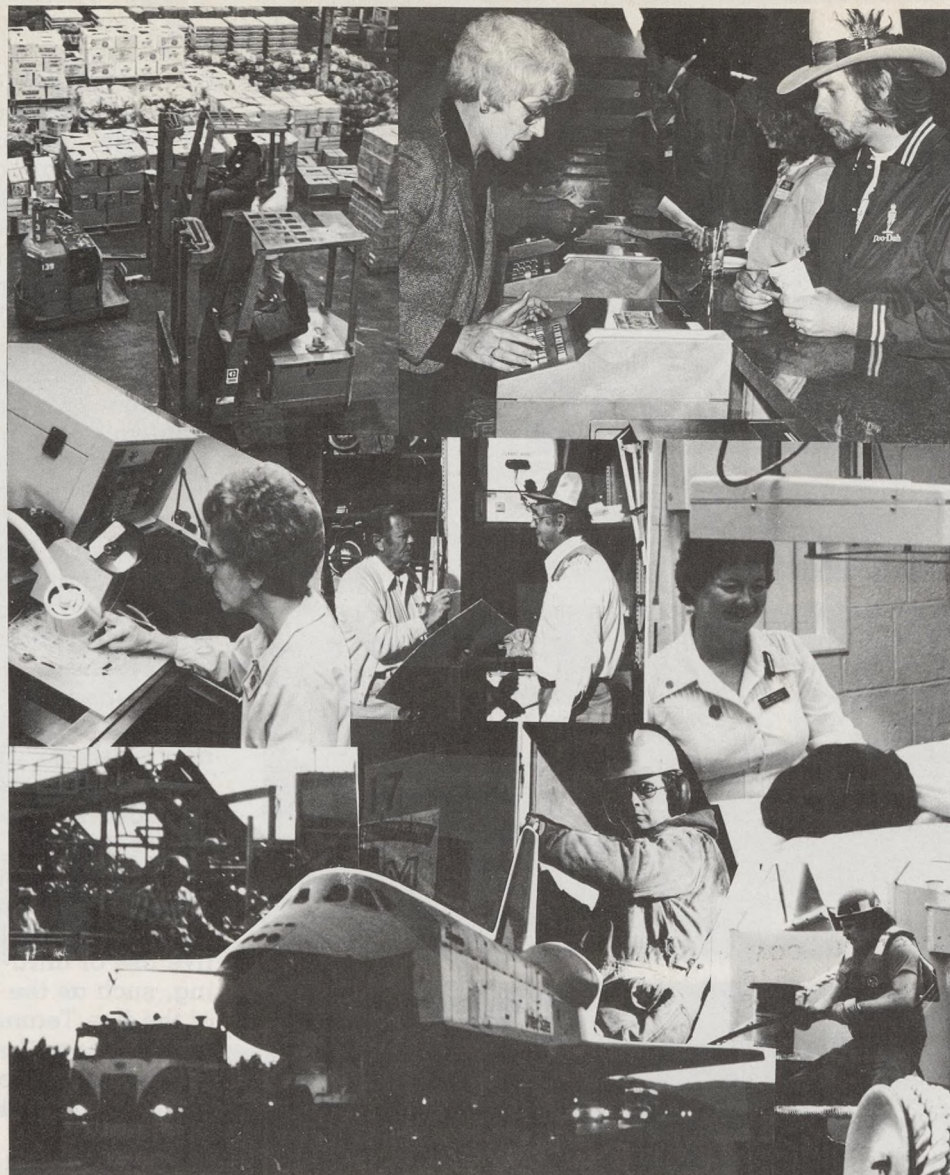
After 1957, jurisdictional barriers were lifted, and workers of all occupations became fair game for the union. While we agreed not to raid without cause, where provoked we proved we could hold our own.

By 1953, buoyed by many successes across the board, Teamster members voted to move the union's headquarters from its longtime location in Indianapolis, to Washington, D.C.

There, temporary quarters were established until Teamsters could construct their own beautiful complex, which was dedicated in 1955.

Today, a massive addition graces that original marble and granite complex, but the location remains the same—sitting within view of the Capitol, where Teamster officers can keep a vigilant eye on legislative affairs and monitor the activities of government.

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Today, it would be hard to identify a Teamster on the streets because we are everywhere, one of every nine union members in the United States and Canada. Over our proud 80-year history, the IBT has touched nearly 70 million lives, counting our members alone. Adding in their immediate families and others in related industries who've benefited from increases gained as a result of Teamster contracts, the number becomes astronomical. Four hundred million probably would be a conservative estimate—but enough to include every American and every Canadian in both nations' current populations.

Today's diverse International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America encompasses more than 1.8 million working men and women, working at virtually every craft imaginable, who carry OUR union card.

Airline mechanics and flight attendants, public employees and industrial plant workers, health care professionals such as nurses and laboratory technicians, draftsmen, communications workers, printing industry employees, newspaper reporters, designers, draftsmen, movie crew and production people, and even morticians—these are just a few of the people we call "Teamsters" these days.

But let's not forget some of the crafts that gave us the wherewithal to build this great

union. Bakery, brewery, dairy, gravel hauling, dock drivers, warehousing, trucking and laundry workers were industries we concentrated on at the start. As years went by, vending machine operations, household moving and storage, the construction industry crafts and the fast growing automotive and petroleum industries would all provide new jobs for Teamsters.

Name a craft from the cradle to the grave, and somewhere, today, Teamsters have them organized.

Truly, we are the union that keeps North America on the move today more than ever. And in that sense, Lennon's 1902 remark was more prophetic than he could ever know.

Ohio Conf. Highlights Labor/Economy

The Ohio Conference of Teamsters convened its annual meeting in Columbus the week before Labor Day and heard many state leaders and Teamster officials discuss the state of the economy and the problems that labor must face in the 80's.

In the opening session, the delegates heard IBT General President Jackie Presser, president of the Ohio Conference, say that organizing must take new directions, and that we must prepare now to be able to organize the new industries and workers in diversified fields.

"Today, we represent workers in all areas of employment. And there are many workers across this land who are just waiting to be organized. They need the protection, benefits and services that Teamsters can offer them. We at the IBT are prepared to meet their needs and welcome them to the house of labor as part of the Teamster team," Jackie said.

Also in attendance was IBT Secretary-Treasurer Ray Schoessling, who complimented the Ohio Conference in taking the lead in so many areas of Teamster progress. "Ohio has always been the symbol of excellent programs and leadership for the International. Leadership that is now at the helm of the entire International.

"In the five months that Jackie Presser has been in office, I have seen a tremendous volume of work done, and I am very proud to be a part of it," the longtime Teamster leader added.

Other high Teamster officials addressing the delegates included Robert Holmes, director of the Central Conference of Teamsters and Teamster vice president, as well as Harold Friedman, new Teamster vice president, who told the delegates, "All you have to do, as

officers, is direct your members to call and use the services from the Ohio Service Bureau. When the member is served, it is you and the Teamsters Union who will look good."

Ohio Governor Richard F. Celeste, in discussing the economy and the state unemployment picture, told the delegates, "This is a very important time for all working men and women. We have to get people back to work. I am aware of just how many Teamsters are affected. I think that government, working with labor

and industry, can turn the tide."

Other state officials who addressed the Conference included Anthony J. Celebrezze, Ohio Attorney General; Corwin Nixon, Minority Leader of the Ohio House; Neal F. Zimmers, President Pro-Tem of the Ohio Senate; and Robert Canei, Ohio Rehabilitation Division, Ohio Industrial Commission.

Rounding out the list of Teamster speakers were Robert Cassidy, secretary-treasurer of the OCT, and a number of Ohio Conference and International Union department heads.

Teamsters Night at the Greatest Show on Earth



Despite a surprising first and worst snowfall of this season, an unbelievable 12,000 Teamster members, their families, retired Teamsters and over 4,000 special guests were able to attend the Eighth Annual Teamsters Night at Ringling Bros. and Barnum & Bailey Circus at the Coliseum in Richfield, Ohio.

The annual Teamsters Night is sponsored by the Ohio Conference of Teamsters Sports Committee, Inc., and is the centerpiece of the Committee's fund-raising efforts.

The special guests included handicapped and underprivi-

leged youngsters from various institutions within a 50 mile radius, as well as a sizable number of senior citizens who are still young enough to enjoy the show.

Hundreds of thousands of dollars have been raised through the years from these annual Teamsters Nights. The funds benefit many charities and social service projects in Ohio. The Committee's motto is "Sponsoring the Youth of Today to Become the Leaders of Tomorrow."

It was truly a star-spangled Teamsters Circus Night, all the way from the Ringmaster's welcoming greetings from International General President Jackie Presser and International Vice President Harold Friedman, to the ear-shattering roar of the human rocket, Christopher Adams, as he was jet-propelled and hurtled through mid-air across the entire length of the arena.

The Teamster Team: Here to Serve You

The IBT Organizing Department's Job Helping America's Best & Biggest Union Organize The Unorganized

Teamsters General President Jackie Presser, in one of the major appointments of his new administration, reestablished an Organizing Department at the International Union.

Few within the Teamsters were surprised when he appointed Vicki Saporta as the new Director of Organizing in mid-August. Over the years, Saporta has developed quite a reputation as an organizer. She has, over a 10-year career, successfully organized in virtually all of the Teamsters' diverse jurisdictions, in all parts of the country—from the blue collar to the white collar sectors, from the public to the private arena, and from the West Coast to the Deep South.

In fact, one of the reasons expressed by General President Presser for Saporta's appointment was his intent to begin an "exciting, innovative new organizing program" at headquarters and his need for a dedicated, experienced, dynamic individual to get the job done.

The facts that she graduated from Cornell University's Industrial and Labor Relations Pro-

gram, had attended the London School of Economics, thoroughly knew her way around the Teamsters Union, and was a top-notch organizer were additional assets. Ten years of field experience had given her a full understanding of the problems of today's unorganized workers.

Saporta, always a persuasive spokesperson for the Teamsters, evidenced this again when faced with a flurry of interviews following her appointment. She became the subject of nationwide media coverage, as she assumed her new post, becoming the only woman organizing director within labor's ranks anywhere in the country.

Newspapers and television cited Saporta's "unwavering belief in trade unionism," "her spunky, bubbling personality," her "articulate style and fiery enthusiasm," her "fierce loyalty to the Teamsters," and her "aggressiveness in organizing campaigns."

Commenting on why she was leaving the field to take on the director's post, Saporta spoke of her determination to make the Teamsters' organizing program

tops in the nation. "The Teamsters Union has the potential to organize new workers second to none. I'd like to see us reach that potential. We are the best union in the country and are best equipped to deal with workers' needs. We have a local union network throughout the country and a dedicated hard-working staff that no other organization can begin to match.

"In the field you see so many problems and injustices and you see the true need for union representation. I'm here because I believe that the Teamsters Union is best equipped to bring unorganized workers the dignity and respect they deserve in the workplace. There is no substitute for a collective bargaining agreement."

Today, when workers select a union, Saporta notes, "they want the biggest, the toughest and the strongest union they can get. At 1.8 million, we're the largest union in the country by a long shot and undoubtedly the one with the most clout."

In her first few months as director of organizing, Saporta crisscrossed the country, setting

up programs and assisting IBT affiliates, in addition to setting up operations at headquarters and canvassing for a field staff.

As Presser told a group of visiting ITU officers early in October, within weeks of her appointment, Saporta had been approached by countless affiliates seeking organizing advice, training, materials and manpower. She quickly logged hundreds of calls from workers seeking to be organized, and was coordinating ongoing campaigns, targeting new areas, and overseeing joint company-wide organizing efforts.

From day one, General President Presser had promised that the new IBT department was going to put the union back "on the fast track."

"We plan to revitalize our organizing program, set some new targets, formulate some fresh, new approaches, and with the coordinated efforts of a dedicated, determined field staff, bring hundreds of thousands of workers the benefits of a Teamster contract," he had said, in announcing Saporta's appointment.

From the many new projects and programs already underway at headquarters, it's evident that the department is off to a fast start.

One important project already underway is an organizing survey among Teamster local unions. Results of this survey will help determine how the department can best serve Teamster affiliates and what their specific needs are.

In order to be successful in organizing in the future, it is necessary to know what our successes and failures have been, General President Presser wrote, when asking affiliates to fill out the survey. We want to know, among other things, "where we have been organizing successfully over the past few years, in what sectors, in which size and type of units, in what parts of the country, and against which consultants."

In response to requests from

the field seeking organizing training, the department has moved ahead to schedule a National Organizing Conference, to be held in mid-January. The conference promises to be very well-attended and worthwhile.

The intensive five-day session is designed to provide the nuts-and-bolts training that Teamster organizers in the field need to maximize their effectiveness.

The department is proceeding with developing comprehensive management consultant files to aid organizers in learning all



they can about anti-union campaigns and techniques they are likely to encounter.

Additionally, the department is developing new and up-to-date materials, including video presentations, for organizers to use in the field.

General President Presser has pledged that the new department will be available to assist local unions, joint councils, trade divisions and area conferences with their organizing needs.

In keeping with this, Saporta expects the department's field staff to assist with industry-wide and company-wide organizing efforts, develop pilot organizing projects, coordinate joint organizing campaigns

with other unions and assist in mergers and affiliations.

Saporta sees organizing as a people oriented, full-time commitment, if you are to be successful. "An organizing effort involves talking to people, developing committees, conducting meetings, planning strategy, designing literature and dealing with the National Labor Relations Board, among many other responsibilities. You've got to sometimes work 18 hour days, seven days a week and at times that is not even enough," she says.

"In this job, you have to be there when people with problems need solutions," Saporta says. "You've got to care, make people care and motivate them to get the job done."

Members of the Teamsters General Executive Board endorsed the innovative new approaches when Saporta presented her proposed program for the department to them in October.

"Vicki has a big job ahead of her, but I believe she has the enthusiasm, tenacity and determination to successfully lead this effort, since she has already proved her skills and capabilities by compiling one of the best organizing records in the union," Presser told the group.

Evidence that the Teamsters can easily outpace other unions in organizing successes and that the IBT plans to stay on top wasn't long in coming.

Since January, Saporta recently announced with pride, the Teamsters have gained 65,000 new members, including workers from the airlines, the public sector, health care and industrial areas, among others.

Obviously, affiliates welcomed the return of the department, while unorganized workers looked hopefully to it for help with organizing.

With organizing holding the key to the Teamsters' growth as we approach the 21st century, Saporta's job promises to be a challenging and hectic one.

DIG DEEP FOR DRIVE!

Teamsters' Political Action Program Swings Into Action for Election '84; Union-wide Effort Gives It A Real Boost

Teamster affiliates, heeding a recent call from headquarters, are pushing ahead full steam to make DRIVE, the Teamsters Political Action Committee, a major force by Election Day, 1984.

Around the union, voluntary DRIVE checkoff cards are streaming in to headquarters from our 6500 elected officers and business agents, along with contributions from office and clerical staffers from every local in the country.

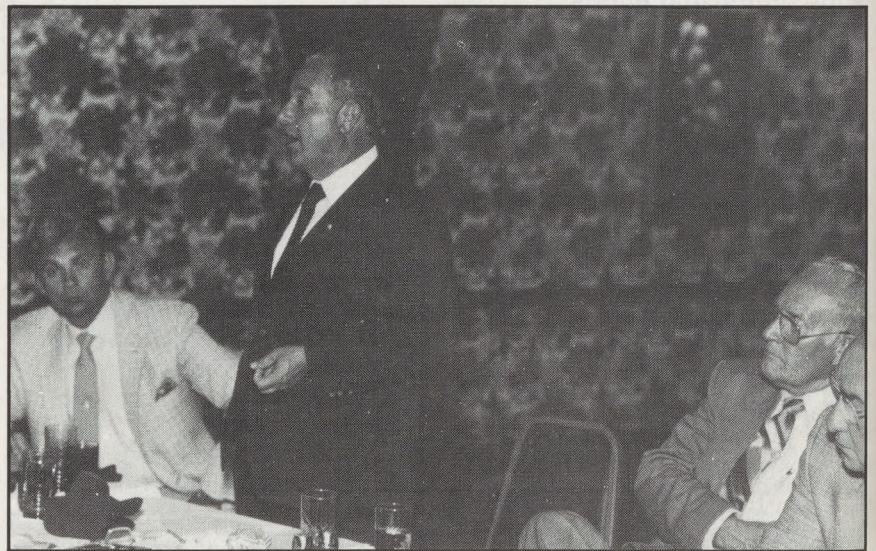
First goal of the new IBT program is 100% affiliate officer participation in the DRIVE program.

Officers, elected and appointed business representatives, organizers and staffers of all affiliates were asked to actively participate, joining hundreds of thousands of members already on checkoff or annually sending contributions to National DRIVE.

Volunteer donations of \$10 a week poured in from local officers. Secretaries in the offices were volunteering two dollars a week or more to make DRIVE the strongest force around in upcoming political campaigns.

And from state to state, Teamster locals reported enormous success.

What a force DRIVE could be if, 12 months from now, every officer, every member and every staffer of the union and its affiliates were active members of DRIVE!



Above, DRIVE kickoff at Ky, J.C. 94.

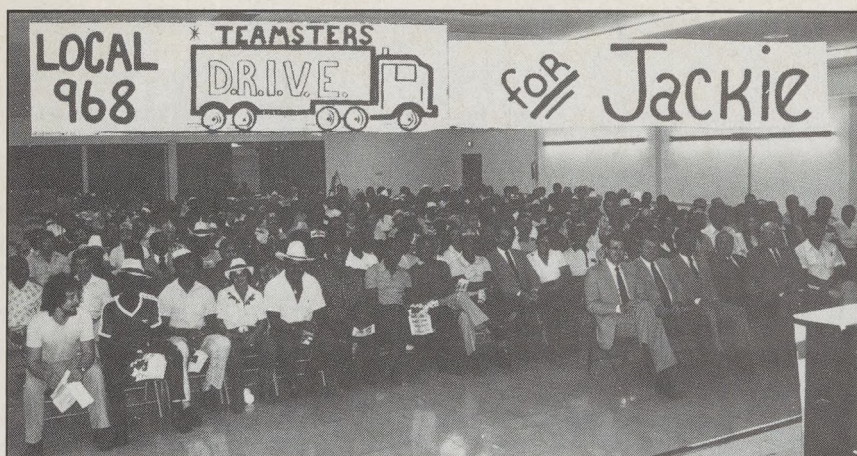
One of the first to hold a successful DRIVE program was Teamsters Joint Council 94 of Kentucky. Officers held a meeting in early August and pushed that statewide joint council 100 percent over the top for DRIVE.

Joining all joint council personnel in the effort was every Teamster local in the state, among them Teamster Locals 89 of Louisville, 236 of Paducah, 651 of Lexington, and 783 of Louisville.

It was one of the first Teamsters areas in the country to go 100% on the new Teamsters' initiative, as did California Teamsters Joint Council 7, whose officers immediately passed a resolution encouraging all affiliates to get active in the DRIVE program.

Teamsters Local 968 of Houston, Texas, wasn't far behind. Here, in the heart of 'right-to-work' country, Business Manager A.W. Parker and fellow officers of this Houston local used the slogan, "Local 968 Teamsters D.R.I.V.E. for Jackie," as the theme to spur members on as they kicked off their 1983-84 DRIVE campaign.

Back in June, Parker had met with Joe Allgood, a general organizer for the Teamsters, to consider a plan for involving all local union officers, business agents, staffers, job stewards and members in the revitalized program. The result—all full-time officers and agents immediately pledged \$10 a week to DRIVE. Office personnel volunteered \$5 a week for DRIVE. With in-house commitments



In the 'right-to-work' South, they know DRIVE contributions hold the key to beating the union-busters. Above and below, Local 968 members do their part.



topping \$3,600 a year, members set a membership goal of \$20,000.

The day after that meeting, Local 968 members rallied behind the cause with more than \$7,000 in pledges, causing the local's executive board to reassess its goal, and raise the projection to \$30,000.

On August 10, 1983, Parker reported to Local 968 members at their monthly membership meeting that the final total for the two-month drive for DRIVE came to \$30,200, quite a feat for the 3,000 member local.

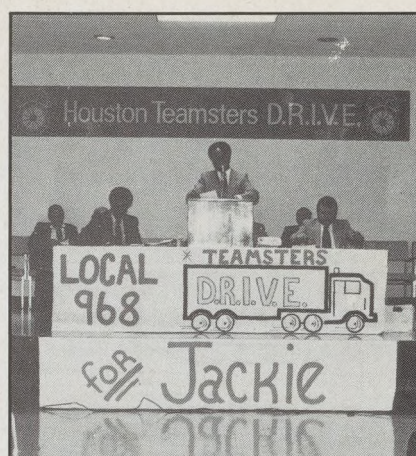
Howard Reed, president of Local 968, commented, "I'm not surprised that we raised the money. The members worked well with us. I hope that the other Texas Teamster locals

will do as well!" Parker added, "It wasn't really that hard to do. The members are ready for a change in the country's political climate. When we told them of General President Presser's plans for DRIVE, they signed up."

The Texas local was especially appreciative of IBT Vice President and Southern Conference Director Joe Morgan's support for the cause. (At press-time, Southern Conference affiliate leadership was 100% signed up for the new DRIVE officer effort.)

Earl Jennings, president of the Texas Conference of Teamsters, presented Local 968 a special award during their program for their leadership activities on behalf of DRIVE in Texas.

International DRIVE Director Wallace Clements also made a special trip to Houston to congratulate Local 968 for their successful effort. Parker stated, "Clements is a hell of a guy!



We were a few cards short of our goal when he got to town. Clements went to the docks and got them." And as Parker put it, "with three DRIVE tables set up, one at each exit, it was easy for anyone who wanted to sign up that day in the meeting hall."

With dollars like these rolling in, Teamsters will be able to do big things in the upcoming elections. As A.W. Parker noted, "It's good to know that DRIVE is alive and well again." Political action is the name of the game these days in the nation's capital, and Teamsters—aided by intensive political activity among our affiliates—will surely have the dollars to command attention and point out the issues as voters prepare to go to the polls.

Thousands of Teamster members everywhere are daily joining the effort to make DRIVE's voice loudly and vigorously heard. With Teamsters voluntary dollar support behind us, we CAN and WILL BE HEARD!

INTERNATIONAL
BROTHERHOOD
OF TEAMSTERS



DEPARTMENT OF
LEGISLATION AND
POLITICAL EDUCATION

DRIVE

This is to certify that

DEMOCRAT
REPUBLICAN
INDEPENDENT
VOTER
EDUCATION

is a member of DRIVE

Joe Presser
GENERAL PRESIDENT

Wallace D. Clements
DIRECTOR

Presser Embarks on a Hectic Round of Business Sessions

Anyone who complains about the salary of a union leader or the perks they think accompany the office ought to take a look at the log-book and itinerary being kept for Teamsters General President Presser.

Just a brief glance would reassure them that our new "workaholic" leader puts in a very full day and gives the members every dollar's worth of the salary they pay him.

In recent months, the Teamster leader's schedule has been a busy one that had him skipping back and forth across the country, as he endeavored to begin meeting with affiliates, listening to their problems and complaints, and going about getting the Teamsters "back on the move" as he had promised.

One of Presser's first official visits to a Teamster area came in late August when he journeyed to Denver, Colo., where he attended Teamster Joint Council 3's day-long Leadership Seminar, delegate meeting and dinner. Presser, on hand with western Teamster leaders for the event, really fired up the crowd of Teamsters from Colorado, Wyoming, Arizona and New Mexico, when he told them of his vision for the Teamsters and described new programs being implemented at headquarters to reach the goals we've set.

"We can either move forward or be left behind by today's economy," Presser told delegates. "Our activity and dedication must extend from the job-site into our everyday lives; we must bring union consciousness to our family members and younger people," he emphasized. Western Teamsters were overwhelming in their enthusi-



Presser greets J.C. 3 Teamsters.

asm for this new direction, giving Presser a standing ovation.

From August 29 to September 2, a little parochial pride slipped in when Presser journeyed back to his home state for the Ohio Conference's annual week-long meeting. Ohio Teamsters, of course, needed no introduction to this hometown boy, but we're not sure they're too happy about having to share him now with the nation.

In mid-September, Presser was welcomed to Washington by the city's labor leaders at an affair in his honor given by AFL-CIO Building & Construction Trades President Robert Georgine, United Food & Commercial Workers President William Wynn, and Service Employees International Union President John J. Sweeney. Meeting and greeting old friends in the labor community and making some new ones was a highlight of the evening.

Also in September, our general president visited Teamsters Joint Council 53, where he addressed delegates. Slated for a September 21 appearance before the Senate to testify on deregulation, Presser deferred instead to three Teamsters, whose views he wanted presented to the committee.

The October docket was almost as bad, with the general executive board meeting taking up three days, the first annual Jackie Presser Invitational Golf Tournament for Little City taking up another three, an appearance and address before the Industrial Trades Division, testimony before a House Committee to discuss the serious problems deregulation has posed for Teamsters, and acting as host during a day-long International Typographical Union visit to Washington just some of the highlights of an incredibly busy schedule that saw the Teamster leader working 18 hour days.

Late in October, Presser found time to address for the first time stewards from Teamster Local 391, at their annual seminar and workshop. He also spent much time talking to Teamster editors and publishers about their valuable contributions to the union during a day-long meeting, and bid farewell on behalf of staffers to Teamsters' veteran warehouse leader John Greeley at a building-wide retirement party. All of these, of course, were in addition to a full agenda of meetings with Teamsters from around the country, general business and procedural work, and monitoring of all the new programs he's been implementing day-by-day.

No one wondered why when he ended up in the hospital early in November for unexpected triple-bypass heart surgery. IBT staffers were left incredulous, however, when he called from his hospital bed less than two days later, left the hospital after less than a week, and promised to be back on the job within days.

... And Other Teamster Leaders Are Close Behind

General President Presser wasn't the only one on the road during the past few months, either. Teamsters General Secretary-Treasurer Ray Schoessling, Teamsters Vice President Walter Shea and Presser Assistant Robert Flynn were winging their way around the country, visiting with Teamster affiliates and keeping up-to-date on their concerns.

Attending Teamster Joint Council 43's annual seminar, held at Boyne Highlands, Mich. early in September, was IBT

General Secretary-Treasurer Ray Schoessling, who also visited with Teamster members at a number of other functions and addressed visiting groups of Teamster editors, ITU leaders, and Teamster legislative representatives during the period.

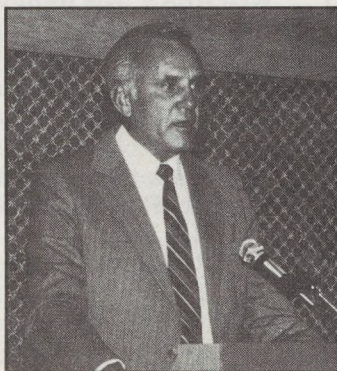
IBT Vice President Walter Shea was on hand for a number of Teamster gatherings, among them Detroit Teamster Local 337's annual stewards seminar, hosted by Local 337 President and IBT Vice President Robert Holmes. Shea also attended the

fourth annual conference of the Women's Transportation Seminar in Cincinnati, giving this group the Teamsters' views on transportation today; and addressed delegates to Baltimore, Maryland, Teamster Joint Council 62's annual stewards' gathering, along with IBT Vice President Maurice R. Schurr. A special guest at this gathering was the 1983 March of Dimes poster child, Mandy Kent, there to thank Maryland Teamsters for their support of this charitable cause.

Finally, among his many visits to affiliates on behalf of the general president, the International's Robert Flynn journeyed to New York City in mid-September to address some 300 shop stewards at Teamster Local 831's annual seminar.



On the go, IBT officers keep in touch with our members. Above, V.P. Walter Shea visits L. 337; at right, GS-T Schoessling at J.C. 43; below right, J.C. 62 session; center bottom, V.P. Shea addressing Transportation Seminar; and below left, Bob Flynn at Local 831 seminar.



SENIOR TEAMSTERS' POWER

What's Happening With Retirees



Season's Greetings, Retirees

As another year draws to a close, officers of the International Brotherhood of Teamsters want to send a special greeting and word of thanks to all our retirees.

In the past six months, since reactivation of the Department for Retiree Affairs, you have been wonderful in volunteering your assistance and support.

Department Director Norman Greene is tremendously enthused about the potential of this division, and is eagerly traveling to various Teamster locals surveying your needs and forming new retiree chapters.

We want this department to be a strong voice for Teamster retirees. Your new retiree newsletter, charters, membership certificates and bumper stickers are just the first of many innovations.

Believe us when we say we want to provide many new and exciting programs for you, some of which already are in the planning stages.

Together, we will make the department the strongest senior citizens' voice in the country.

From all of us at headquarters, have a wonderful Christmas or Hanukkah and a great New Year!



RESOLUTION TEAMSTER RETIREE PROGRAM

The Teamsters' new Department for Retiree Affairs got a tremendous boost in October when the IBT General Executive Board endorsed a resolution supporting the department's establishment, goals and efforts. The resolution, presented here in its entirety, urges affiliates to encourage the formation of retiree clubs and assist the new department whenever possible.

WHEREAS, there are thousands upon thousands of Teamster retirees who belong to Local Union retiree clubs, and yet many more thousands upon thousands of Teamster retirees who lack such organization, and

WHEREAS, Teamster retirees greatly need assistance and encouragement in the protection and preservation of their social and economic status so as to achieve the peace of mind so important to older people, and

WHEREAS, 108 individual Teamster retirees from 52 Local Union retiree clubs in 28 states met under the auspices of the International Union in October, 1980, to create the International Teamsters Retiree Association (ITRA), and

WHEREAS, the International Union Convention of 1976 unanimously approved a

resolution to establish an IBT Department for Retiree Affairs with the aim of assisting the creation of and further development of retiree programs in Teamster Joint Councils and Local Unions, and

WHEREAS, one of the first administrative actions of General President Jackie Presser was to create a Teamster Department for Retiree Affairs to effect the Convention mandate and recognize the wishes of the ITRA after unfortunate and unavoidable delay of previous years,

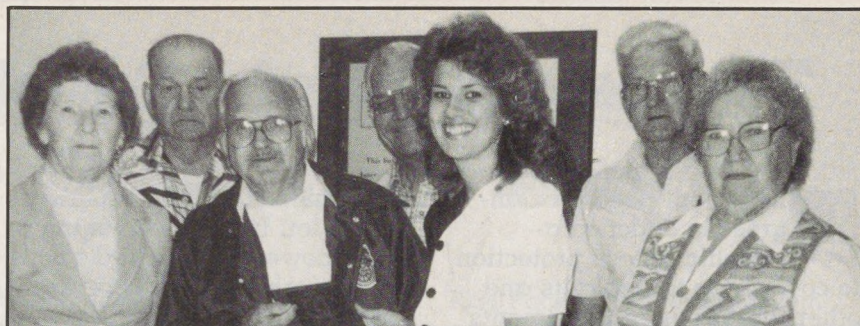
NOW, THEREFORE, BE IT RESOLVED, that all Teamsters Union affiliates be urged to encourage the formation of Teamster retiree clubs, if they have not already accomplished such, and to support the ITRA by aiding the program of the IBT Department for Retiree Affairs when possible.

Community Contributions

Affiliate Teamster retiree chapters have been busy in recent months around the country on many projects.

Retired Columbus, Ohio Teamsters spent their summer months assisting the second annual March of Dimes Phonathon. During the Phonathon, held at Children's Hospital and BancOhio in Columbus, these active Teamsters phoned nearly 2,000 previous givers to March of Dimes appeals, raising through their efforts more than \$4,000 to help fight against birth defects.

Funds from the appeal will be used for medical services, community programs, and public and professional health education. Both Ohio State University Hospital and Columbus Children's Hospital are the beneficiaries of grants supplied by the March of Dimes Birth Defects Foundation's Central Ohio Chapter.



Here, being honored for their fund-raising efforts are Teamsters (front row, from left): Irene Smith, Club President H. K. Smith, March of Dimes Rep. Laura Hoffert and Marge Parker; in the rear are Gene Twigg, John Arthur and Charles Parker.



Local 445's Herb Jenkins

Evidencing community spirit that is so typical of Teamster retirees, Local 445 Retirees Club Recording Secretary Herb Jenkins recently made a successful run as Democratic candidate for Supervisor in the town of Plattekill, New York. Jenkins' platform embodied the philosophy that "we the people . . . are the voice of government and need to make our views known if we expect to effect change." Citizens apparently liked what this Teamster said. They elected him to a full two-year term in November!



Live Each Day To The Fullest

Get the most from each hour, each day, and each age of your life. Then you can look forward with confidence, and back without regrets.

Be yourself—but be your best self. Dare to be different and to follow your own star.

And don't be afraid to be happy. Enjoy what is beautiful. Love with all your heart and soul. Believe that those you love, love you.

Forget what you have done for your friends, and remember what they have done for you. Disregard what the world owes you, and concentrate on what you owe the world.

When you are faced with a decision, make that decision as wisely as possible, then forget it. The moment of absolute certainty never arrives.

And above all, remember that God helps those who help themselves. Act as if everything depended upon you, and pray as if everything depended upon God.

Teamsters' Plight Touches Officers

The urgent need for Congress to enact catastrophic illness protection to cover liver transplants and other life-threatening ailments hit home recently when IBT officers learned about Teamster Local 667 member Edward Kitts' granddaughter, Adrienne Stokes.

Kitts had written the union seeking funds to help pay for a

vitaly needed liver transplant for the tot. In the intervening days, however, the child's condition worsened. A donor was found and three-year old Adrienne had the surgery, after a compassionate hospital broke its own rule requiring a mandatory \$80,000 deposit prior to surgery.

Adrienne, fortunately, came through surgery wonderfully. Now, all her beleaguered family has to do is find a way to pay off that \$80,000 that the hospital postponed, but cannot wipe off its books.

Teamsters General President Jackie Presser wrote to Kitts, decrying a situation that reduces an individual's life to a dollars and cents proposition, and pledging the union's support in endorsing national legislation to cover such insurance uncovered ailments.

When people are dying, it seems ridiculous to have to es-

tablish a fund to finance life saving surgery, but in Adrienne's case, and that of Vallejo, Calif., Teamster Local 490 member Don Kiger, whose insurance won't cover a \$150,000 bone marrow transplant he needs in his battle against leukemia, that seems to be the only solution.

The burden on family, friends and neighbors in facing such costs is astronomical. We in the Teamsters would hope a more humane solution could be found.

Any Teamsters desiring to help Adrienne's family or Don Kiger meet their mounting medical costs can do so. For Adrienne, donations can be sent to the: Adrienne Stokes Liver Medical Fund, Liver/Organ Transplant Fund, P.O. Box 2243, Memphis, Tenn. 38101.

For Brother Kiger donations should be sent to Teamster Local 490, Vallejo, Calif.

Little City Tourney's A Success

From the tee-off to the closing ceremonies, this year's Little City Golf tournament was the best ever.

More than 100 Teamster golfers from around the country converged on Grenelefe, Fla. in late Oct. for the three-day event.

The 12th tourney sponsored by Teamsters, this year's event was titled the first annual "Jackie Presser Invitational."

As in years past, generous contributions from participating golfers made the event a success and helped raise thousands upon thousands of dollars for handicapped children in a unique residential community located in Palatine, Ill.

Little City has long been a favorite Teamster Charity, and for that, the youngsters who live there sent along a special "Thanks Teamsters!"

M.D.A. Receives \$50,000 IBT Gift



Teamsters International Trustee Frank J. Matula, Jr., representing the International Union, helped Jerry Lewis celebrate his "Labor Day of Love for M.D.A." with a \$50,000 donation from our members.

This was the latest in a long series of donations to this charitable agency, which battles against neuromuscular diseases. Teamsters General President Jackie Presser, who could not make the telethon this year, is an M.D.A. vice president.

Teamsters Celebrate Labor Day Their Way

Teamsters throughout the U.S. celebrated Labor Day, 1983 their way. And, by the time they were finished, there was no doubt that solidarity holds the key to organized labor's future successes.

Teamsters General President Jackie Presser's Labor Day address stressed the necessity for labor, business and government to start working together as a team if we are to get America back on the move and ensure a highly competitive position for the United States in the world marketplace. That unity theme was to be heard again and again across the land.

Most affiliates celebrated Labor Day by participating in parades in their home towns, complete with marching member contingents, bands, floats and local dignitaries. Community spirit was always much in evidence.

In Detroit, Teamster Local 337 led the parade with floats, more than 600 members and some 70

trucks down Woodward Avenue, to the delight of 100,000 onlookers. The Teamster contingent, largest in recent memory, well represented the largest trade union in the free world. When the drivers reached the end of the parade route, they demonstrated *their* unity by sounding in unison all 70 vehicles' airhorns, again pleasing spectators. Teamsters Vice President Robert Holmes spoke to the crowd gathered at the Kennedy Square parade route end and promised an even larger turnout next year.

In Indianapolis, the Indiana Conference put on another great show for labor. Prominent in the Indianapolis Labor Day parade was the Preston Trucking Company "Batmobile," which had been borrowed for the event by Teamster Local 135 and was driven by Norman Bennett from Baltimore, Md. Teamster Local 557. Conference President Loran Robbins traveled the parade route in a restored

1934 Packard Phaeton, accompanied by Local 135 officers and their wives, before addressing the crowd to stress that same unity theme and the need for strength and hand-in-hand cooperation among trade union brothers and sisters amid hard economic times.

Denver, Colo. Teamster locals affiliated with Joint Council 3, along with other area unionists, were on the march this Labor Day with colorful displays, elaborate floats, marching bands and true union spirit, to proclaim the message, "Across America, We Will Be Heard!"

As all these Teamsters showed through their actions, if unity holds the key, then the union movement will be stronger today and tomorrow than it ever was!

Below, center, IBT V.P. Robert Holmes reminds us of how things were at Local 337's parade. To the left, Indianapolis' parade. At right, part of Denver's display.



Teamsters' Persistence Spurs Action on Ethylene Dibromide

After years of footdragging by regulatory officials, OSHA proposed a standard to regulate the workplace use of the toxic chemical, ethylene dibromide (EDB).

The OSHA proposal was issued October 7, 1983, less than one month after a Congressional hearing was held, during which charges were made that OSHA had been negligent in failing to take emergency action to regulate EDB.

Testifying on the EDB issue before the Subcommittee on Labor Standards was Suzanne Kossan, Industrial Hygienist, IBT Safety and Health Department, who voiced outrage over OSHA's "unnecessary and unconscionable delay in reducing worker-exposure to this deadly chemical."

On September 14, 1981, the IBT had taken the lead on the EDB issue by petitioning OSHA for a Federal emergency temporary standard. California Teamsters had led the fight in California and were successful in obtaining an emergency temporary standard for EDB in that state. However, unlike CAL/OSHA, Federal OSHA had been reluctant to act. Pressure from the IBT, other unions, and



Kossan details EDB dangers for House Subcommittee members.

Congressional critics prompted OSHA's October 7th proposal.

EDB is a fumigant used to combat the infestation of fruit flies and other pests on vegetables, grain and tropical fruits. Our members employed in fruit processing, grain, warehousing, and transportation of EDB-treated commodities are exposed to EDB. EDB is a known animal carcinogen and a potential cancer-causing agent in humans. EDB exposure may also lead to reproductive damage.

Change in Driver Regs.

A recent change in the Department of Transportation (DOT) regulations will permit many Teamster drivers to return to work.

The DOT has amended the regulations to expand the current Handicapped Driver Waiver Program to include operations of hazardous materials—laden and passenger-carrying vehicles. Furthermore, DOT has revised the Waiver Program's application process to allow the option of unilateral waiver applications from limb-

handicapped drivers.

These changes, which were proposed and supported by the IBT, remove the requirement for the employer to jointly apply for the waiver with the driver. They also allow the driver to operate a vehicle with a placarded load. In the past, when a driver lost a limb, many employers refused to co-apply with the driver for a waiver, or arguing that a substantial amount of the traffic was placarded freight, would have drivers disqualified to pull such freight.

IBT SHIELD

SAFETY
AND
HEALTH
IS
EVERYONE'S
LEGITIMATE
DEMAND

Dioxin Threat Surfaces Again

Dioxin contamination has been found in yet another worksite employing Teamster members.

Earlier this year, Teamsters Local 169 learned that dioxin was found at Amchem Products, Inc., a chemical company in Ambler, Pa. Dioxin is a toxic chemical that is a potential cancer-causing agent, and suspected to be responsible for other adverse health effects such as damage to the nervous system, liver, blood, kidneys, reproductive system and skin. From the 1940's to 1979, members of Teamsters Local 169 handled and formulated up to 1,000,000 gallons per year of the chemical 2,4,5-T, a herbicide contaminated with dioxin.

The Local has enlisted the help of the IBT Safety and Health Department. The IBT is gathering information from Local 169 members on any health effects to date and has received an informal commitment from the National Institute for Occupational Safety and Health (NIOSH) to evaluate exposure to Local 169 members. Local 169 has requested dioxin sampling data and data on cancer deaths among Local 169 members from the company. Both Local 169 and the IBT are committed to obtaining medical screening for Local 169 members at risk of dioxin-related health effects.

DOT Eyes Prospect of 'Super-Agency'

The Department of Transportation (DOT) is actively considering a consolidation of all surface transportation safety functions into a new single agency that would be known as the National Traffic Safety Administration.

The proposal would combine the safety functions of the National Highway Traffic Safety Administration (NHTSA), Urban Mass Transportation Adminis-

tration (UMTA), Federal Highway Administration (FHWA), and Research and Special Programs Administration (RSPA). For many years, the IBT has been an advocate of such a consolidation. In a July 13, 1983 letter to Elizabeth Dole, Secretary of Transportation, General President Jackie Presser expressed conditional support for the consolidation, pointing out that in the reorganization, an

Associate Administrator of Motor Carrier Safety should be appointed to increase the visibility and authority of motor carrier safety within the Department of Transportation.

The National Traffic Safety Administration bill was introduced by Congressman Howard (D-NJ) on Nov. 18, 1983 and has been referred to the House Committee on Energy and Commerce.

Health Alert To Teamster Parents

Recently, a concerned Teamster wrote *International Teamster* about an unsuspected childhood health hazard, after four Local 732 airline employee members' youngsters encountered the ailment. This timely information, presented to save other members from a tragic loss, warns of the dangers of Reye's Syndrome.

This disease can cause swelling throughout the body, impaired liver function and swelling of the brain. It endangers principally children between the ages of three and 19, and usually attacks a child recovering from a recent illness.

While the causes of the disease are unknown, doctors say more recognized cases of the ailment are reported each year, that the condition can and often is misdiagnosed, and that to safeguard their children, parents need to be informed about its symptoms. Doctors know also that the disease was one of the ten top killers of children in the 1-10 age group last year!

While Reye's Syndrome is not contagious, it does often follow viral infections caused by influenza, chicken pox and the like.

The condition seems to occur most often during January, February and March—the flu sea-

son—although cases are reported year-round.

Since Reye's Syndrome can kill, unless diagnosed and treated successfully within the first few days and in its earliest stages, it's important to know the symptoms.

Symptoms include:

- Persistent vomiting four to seven days after the start of viral illnesses.

- Behavior changes in which the child becomes agitated and restless, or very listless, drowsy, confused or irrational.

- Respiratory disturbances, such as rapid breathing or periods of stopped breathing, particularly in children less than 1 year old.

Suspect Reye's Syndrome in your child if this pattern of symptoms appears during, or, most commonly, after, viral illness such as flu or chicken pox. Fever is not usually present.

Since some physicians may misdiagnose the disease, it's also a good idea under any suspect circumstances to have two liver function tests—the SGOT (SAT) and the SGPT (ACT)—done immediately. Abnormal readings strongly suggest a diagnosis of Reye's Syndrome.

In such cases doctors must reduce swelling in the brain by

removing fluids. They also must use intravenous feeding to replenish nutrients lost during vomiting, and slow down metabolism, which is believed to protect brain cells from damage.

Since four studies have found Reye's Syndrome to be associated with aspirin, many pediatricians are recommending now that medication is unnecessary for fevers lower than 102 degrees. The viruses that cause influenza and chicken pox are usually minor and will disappear without treatment.

For fevers higher than 102, and for headache and muscle aches, just to be safe, use a non-aspirin pain reliever such as acetaminophen (Tylenol).

There is to date no cure for the disease, but **SUCCESSFUL MANAGEMENT** depends heavily on early diagnosis.

Children with Reye's Syndrome **REQUIRE** the services of an intensive care unit and physicians and nurses experienced in the treatment of the disease.

Survival is related to the severity of the swelling of the brain. Some children recover completely. Others may sustain brain damage, extending from slight to severe brain dysfunction.

CONSUMERS CORNER

Retailers count on the holiday season to add to their income. The spirit of giving which grips some shoppers leaves them overextended and depressed emotionally and financially. December is usually the biggest borrowing month, but indications are that people may at least be intending to mend their ways.

A recent study by *Money* magazine indicated that the public has increased their debt and that they are not saving as much as they should.

According to the Continental Bank's Family Financial Survey, 49 percent of the respondents plan to spend less for Christmas and Hanukkah this year than last. To get a handle on holiday spending, credit counselors advise consumers to:

- ★ Begin holiday planning by setting a budget limit.

- ★ Avoid using credit for ordinary expenses such as food, fuel or health products.

- ★ Be careful not to spend more than 10 percent of your take-home pay for installment payments—15 percent to 20 percent indicates an out-of-control situation.

- ★ Double-check your holiday budget to be sure there is money left over to pay January, February and March bills. Remember to allow for increases in fuel and gasoline, as well as payroll deduction increases for Social Security and health insurance.

- ★ Make a list of those who are to receive gifts and allocate a portion of your budget limit to each person on the list.

- ★ Check catalogs and newspaper ads before entering a store. Make up a shopping list, then go straight to the department which has the listed item. Avoid wandering around looking for inspiration, as impulse buying dents the best of budget intentions.



- ★ If possible, make your own gifts. Handicrafts are "in" for sewing, knitting and cooking to carpentry projects and leather craft. Sometimes the holiday spirit is better for the effort and thought behind a handmade gift. Even food is a welcome gift.

- ★ Realize that large-scale entertaining and partying costs money. Holiday food and alcoholic beverage purchases take a large chunk out of ordinary monthly food budgets. Make meals simple and serve wine which can be bought inexpensively.

- ★ Whenever possible, pay cash. With stores and credit cards charging fees, this added cost adds to your holiday budget. Lay-aways are another way to get partially free credit. These plans often are used for Christmas purchases. Read terms carefully before getting involved, however.

- ★ Credit unions and bank loans are good places to borrow money. If you are short of cash, you can finance shopping by using your

store charge account. Many stores allow over 30 days of free credit before charging interest and for Christmas will not bill you until January or sometimes February.

The holiday shopping survey indicates that clothes and gifts for the house will be the most popular gifts this year. Toys, traditionally in second place, have fallen to third. In the eyes of children, however, toys will forever be Number 1. The cost of toys, for the most part, will remain high.

If you are shopping for young children, be especially careful when selecting toys. The Consumer Product Safety Commission advises:

- ♦ Be a label reader. Look for the manufacturer's age recommendation such as "Not recommended for children under three." But such guidelines are not absolute. Children mature at different rates and parents must use discretion. Look for safety labels such as "Flame retardant/Flame resistant."

- ♦ Make sure that all instructions are clear to you and, when appropriate, to the child.

- ♦ Discard plastic wrappings on toys immediately, before they become deadly playthings.

- ♦ Toys with long strings or cords are not recommended for infants and very young children because they can cause strangulation.

- ♦ Electric toys with heating elements are recommended only for children over eight years old. Also teach the child the right way to connect an electrical toy. Note that a broken or frayed cord or connection may lead to shocks and burns.

If you must return a holiday gift, do it promptly. Know the refund and exchange policies of the store.

Wishing You and Yours the Happiest of Holiday Seasons!

*The International Brotherhood of Teamsters,
Chauffeurs, Warehousemen and Helpers of America*



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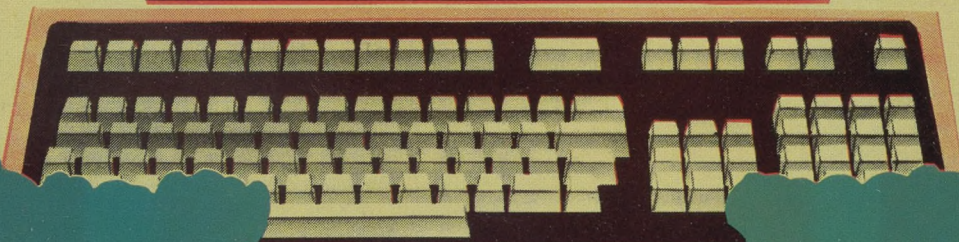
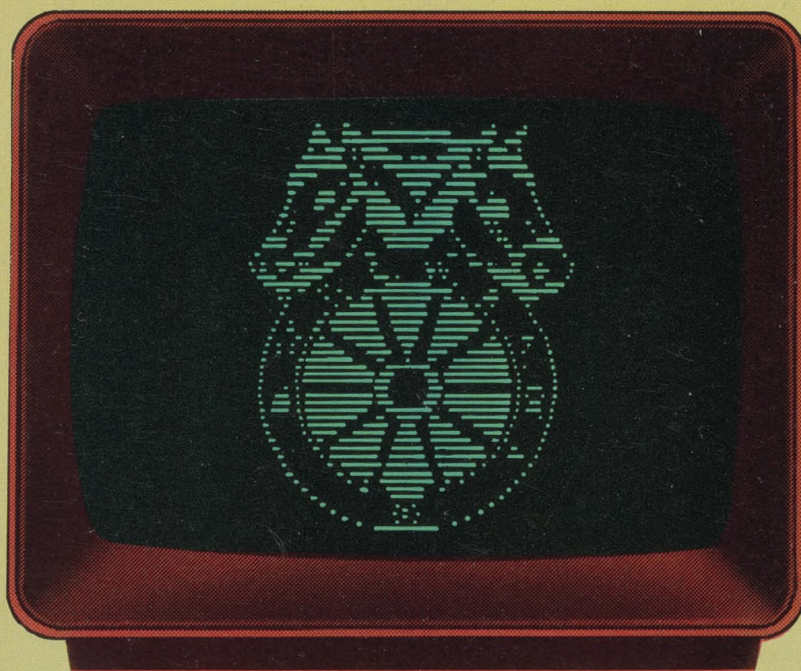
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THE INTERNATIONAL
Teamster

DEDICATED TO SERVICE

WINTER 1984



**Teamsters:
Leading the Way
to a High Tech
Tomorrow**

THE PRESIDENT'S MESSAGE

Teamsters today represent every kind of worker in America. Now, we see new industries, new classifications of workers and a changing workforce in America. In the closing quarter of the 20th century, America is changing on all fronts. What we have accomplished in the previous 84 years will now be compressed and accelerated in the remaining 16 years. Teamsters intend to be at the forefront and play a major role in the expansion of new horizons and growth from outer space explorations to health care expansion and the transition of America to a service-oriented economy.

The traditional smokestack industries of post-war America are coming to a dramatic decline, shifting jobs to new and unorganized fields like telecommunications, new forms of transportation and service industries.

While labor unions have in recent years seen a decline in membership, the Teamsters Union has acted not only to halt this decline, but to reverse the trend by expanding into these new areas. In the past year alone, we have added thousands of new members to our ranks in diverse fields. An illustration of our determination to organize the unorganized was witnessed this past January when we held a nuts-and-bolts organizing conference in Washington, D.C. The conference was attended by some 250 Teamster organizers from all over the U.S. and Canada. They heard new techniques, saw new resources available at the IBT and discussed new methods of reaching workers in new fields.

We intend to make available the best communications and service resources to back this major national organizing effort. Whether it's high tech in the Silicon Valley in California, new modes of transportation in space or on land, white collar workers or public employees, Teamsters will be there telling our story and available to assist unorganized American workers to bring them the benefits, pensions and the strength of unionism that Teamsters have come to symbolize.

I am committed to a better union offering more services to our members, and I am just as committed to offering new organizing techniques and resources to ensure that the Teamsters remain America's premier labor organization.

But the sad fact of life is that we have millions of laid-off workers whose jobs are likely never to return.

How do you tell the steelworker, the auto worker, the truck driver that the mill, the factory, the truck terminal is closed forever? And how does he tell his son who's always wanted to follow in his father's footsteps?

As a union leader who talks with other union leaders, I see and hear that everyday. The worker, in his frustration, blames his union. We blame management. And management blames the government. And all that fingerpointing accomplishes absolutely nothing.

The solution is not just avoiding recessions. It is not just extending unemployment benefits. It is not just enacting protectionist laws.

We need an employment policy that emphasizes prevention

From the
General
President



Jackie Presser

of unemployment rather than one designed merely to soften its impact. We need a plan that not only offers remedies for today, but hope for tomorrow. We need a program that anticipates displacement, not one that reacts to it. And we need to put job security on the same level of priority as national security.

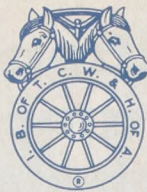
We can't do it with the tools of the past.

Our policy for the future is to develop job training programs that will bring full employment and job security, as well as to organize the new workers in the new fields and bring them into the trade union fold for a better quality of life.

Fraternally,

A handwritten signature in cursive script that reads "Jackie Presser".

The International Teamster has an average monthly circulation of 1,886,230 and an estimated readership of 5,000,000 (based on average impartial surveys of periodicals). It is the largest labor publication in the world.



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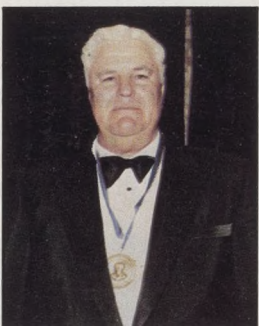
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Editorial material should be addressed to:
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Board Adopts National Housing Program; Approves New Scholarships and Pushes DRIVE Toward '84 Election

The first quarterly General Executive Board meeting of 1984 was held recently and several important resolutions were adopted to better service the membership and enhance communications efforts.

Organizing was a major theme of the four-day meeting. Board members heard a report on the recent International organizing meeting held at headquarters in Washington and viewed two films, one produced by the IBT to assist in organizing efforts among nurses and hospital personnel, the other dealing with union-busting techniques used in organizing campaigns generally, with increasing regularity.

General President Jackie Presser in his report to the board emphasized the importance of this meeting. "Organizing is the biggest challenge that our International Union or any union faces in the 1980s," he said. "We simply have to become more effective in how we do it."

"In the remaining years of this century," Jackie added, "we are going to be everywhere where workers need to be organized—in new industries, in the public sector, and in every region of the country."

In his report, Jackie also previewed for the board members some of the new communications tools and resources that are available through the International, including the IBT Membership Manual produced by the IBT Education Department, as well as the first of a series of Teamster full color posters now available in two sizes for offices and job sites,

and the recently published Teamster Retiree Newsletter.

The board approved the formation of a National Teamster Retiree Housing Program "for the purpose of developing and building low-cost housing for our elderly and handicapped citizens." The Teamster leaders agreed to commence Phase I of the program, which is to be a joint venture involving every jurisdiction of the IBT, working directly with the federal Department of Housing and Urban Development and various communities throughout the country.

In another important action, the board agreed to increase the IBT Scholarship Fund to affect more Teamster member families and increase cash awards, resulting in fifteen new starter or "bootstrap" scholarships of \$1,000 each to be given on a one-time basis only to facilitate new college students in starting their higher education and encouraging them to continue.

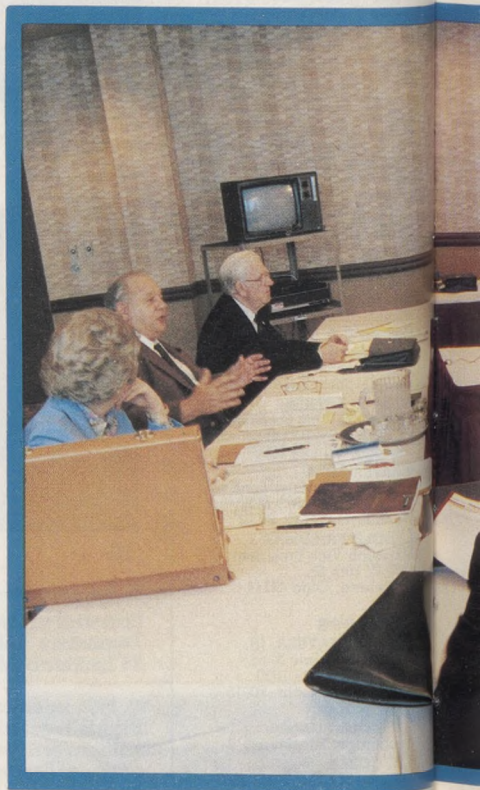
In other actions, the Coalition of Labor Union Women (CLUW) was commended on the 10th anniversary of its founding; the Teamsters' National Black Caucus and its officers were commended for its recent meeting and activities promoting unity; and the Polish Solidarity movement was commended for its efforts with a pledge of "moral, material, and financial support" from the Teamster General Executive Board.

Reports to the board included a review of recent activities and successes by the Public Employees' Trade Division, delivered by Director Barry Feinstein, a report on the sale of

"Buy American" T-shirts, which have been made available to every IBT affiliate, and an introduction of C. W. "Bud" Smith, the new director of the IBT National Warehouse Division.

DRIVE Director Wallace Clements reported on the recent successful efforts to get IBT membership signed up in time for the 1984 election and to get the membership registered to vote. "In every area conference," Clements stated, "we have made dramatic inroads to increase our DRIVE contributions, so that we can have enough clout to compete in many national and state races against the heavily financed anti-union forces."

"This time we intend to make





Making presentations to the Board are from top left, Gloria McDonald, Easter Seals, White House's Doug Riggs, Bud Smith, Barry Feinstein, ITU Representatives and John Joyce. Below, Arnie Weinmeister gets congratulations on Hall of Fame honor.

a significant Teamster mark on the national scene, as never before."

Jackie commended DRIVE Director Clements on his efforts and noted, "More and more Teamsters are registering to vote and our efforts through DRIVE have achieved greater contributions, which are vitally important to this year's election, but we still have a long way to go if we are to reach our goal and fill the DRIVE war chest so that it can make an impact on the final outcome of important Senate, Congressional and state races."

Regarding the 1984 election, Jackie reiterated that the Teamsters will not make any major national political endorsement until after both conventions are held this summer, both political candidates have been selected, and each party has spoken through the political platforms.

General Secretary-Treasurer Ray Schoessling also delivered his report on the financial state of the union, and the Board heard other reports from the legislative and legal departments of the IBT.



JESSE CARR IS NAMED NEW WESTERN CONFERENCE DIRECTOR

Teamsters General President Jackie Presser, in a surprise announcement, on February 15 named Teamsters International Trustee Jesse L. Carr as the new director of the Western Conference of Teamsters.

Carr's appointment, which followed extensive deliberations by the new Teamsters' president with the Western Conference Policy Committee and local union and joint council leaders from the 13 western states, came with approval of the nomination by the Teamsters general executive board.

Presser, who by constitution has the authority to appoint the area conference directors, in so doing filled a post that had been technically vacant since the Western Conference of Teamsters session last March. At that time, with then-General President Roy Williams considering resignation, V.P. Andy Anderson was not reappointed to the post of director. Since March, 1983, with another of the quadrennial conference sessions three years in the future, Anderson had been serving in the post unofficially. Anderson retains his vice presidency of the International Union.

Jesse Carr, his successor to the post, has been an officer of the International Union since January, 1976. Carr first became an International officer to fill a vacancy created when Louis Peick was named a vice president on the General Executive Board.



New WCT Director Jesse Carr

He later was elected to the post by delegates to both the 1976 and 1981 Teamster conventions.

Carr, head of the mammoth and influential statewide Teamsters Local 959 of Alaska, has represented more than 12,000 Alaskan Teamsters, in virtually every industry and service trade in the state, for nearly 30 years. His work there, in the collective bargaining, representation and political fields has become legendary, both in his home state and in the lower 48.

He first traveled to the state from his native California back in 1951, driving a pickup and pulling a trailer. In 1953, he

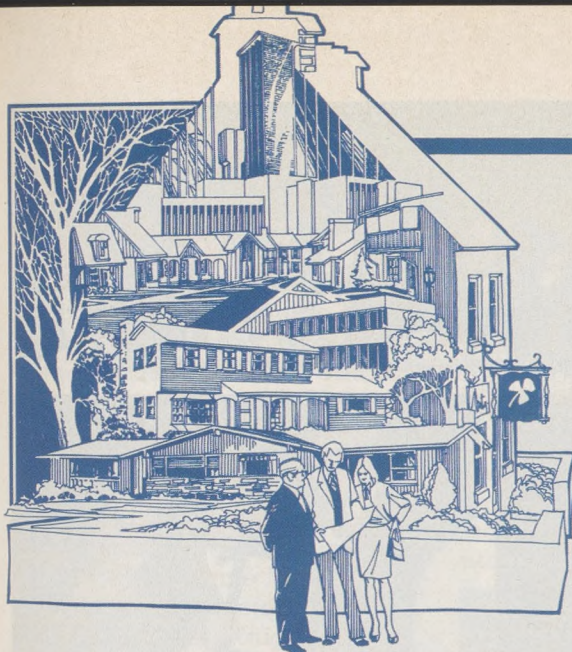
would begin a union career that today spans four decades, by hiring on with Joe Morgan, then a Local 959 trustee and Western Conference of Teamsters representative from Local 174 in Seattle as a business agent for the Alaska local.

Over the years, he would fight battles with the conference for autonomy for his local, become its principal officer, and develop some of the best, most progressive benefit programs in the country for his members.

These include premier pension plans, comprehensive health and welfare programs, prepaid legal plans, a Teamster Mall, training trusts, a strong political action program, recreation centers, and some of the highest Teamster wages in the United States.

The 58-year-old Carr, no stranger to California or the Western Conference of Teamsters headquarters there, moved quickly to ensure continuity between administrations and stability among the conference's affiliates in the 13 western states.

Carr, a member of the Western Conference of Teamsters policy committee, immediately began meeting with Western Conference staffers, members of the policy committee and representatives of our Teamster local unions and joint councils, to assure that the same high standards of performance are continued and, in fact, elevated under his leadership.



Teamsters Unveil Unique Housing Program Concept

A unique and unprecedented National Housing Program proposal, unveiled and endorsed at the last Teamsters general executive board meeting, has just swung into action.

The program, based on a successful Ohio Conference of Teamsters system that utilized federal grants with state matching grants to fund construction of much-needed housing facilities for Teamster retirees and the handicapped, seeks to establish retiree housing complexes around the country.

With several proposals already in the works, Teamsters General President Jackie Presser, acting at the board's request, in mid-February met with representatives of the federal Department of Housing and Urban Development at IBT headquarters in Washington to discuss our concepts and their implementation.

Presser knows such programs will work, since six Teamster complexes already exist in Ohio. All were built through government assistance programs and are now providing homes for Ohio Conference Teamster retirees and other state residents. The newest of these complexes is a specially equipped senior and handicapped facility, where the problems of physical limitations were addressed by architects, who built in special design features, such as reduced height



Jackie discusses the concept with HUD and Labor Dept. officials at Teamster headquarters.

countertops, to accommodate wheelchairs and the like.

Teamsters in several areas have already applied to the Department of Housing and Urban Development for consideration of their program proposals.

The complexes, if approved, will be built in full compliance with federal statutes of the HUD Section 8/202 program.

As the Teamsters' National Housing Program takes shape, retirees and members get a renewed feeling that their union is committed to their well-being.

"The International Brotherhood of Teamsters has made a commitment to supply decent housing and social services for ALL senior citizens and handicapped individuals," Jackie Presser told the board last January. "We want to develop and

perform desirable alternatives to replacing or rebuilding elderly housing and believe we can answer the need for our senior citizens to develop better housing," he noted.

The Teamsters, meeting all federal standards, hope to build facilities that meet not only the government and communities' needs for new housing, but provide top quality, affordable homes, along with social services, to senior citizens and handicapped individuals.

Housing remains a major concern of the Teamsters, as are our retirees' needs. Innovative programs such as these are the first of many which the Teamsters hope to implement in the years to come.

Those union dues dollars paid are looking like a better bargain all the time!



Teamsters' Morgan, Labor And the State of Israel Are Honored At Bonds Dinner

It was a grand and glorious night, both for Teamsters International Vice President Joseph Morgan and Israel, as the State of Israel Bonds organization paid tribute to the greatest bastion of democracy in the Middle East and one of her most ardent supporters.

Vice President Morgan was honored by the Bonds organization in mid-January for his long-time support of Israel and her fight for independence. Before an audience of nearly 1,800 Teamsters and other guests, Morgan received one of Israel's highest honors, the Eleanor Roosevelt Humanities Award, accorded him by designation of Yitzhak Shamir, prime minister of Israel.

That award, named for this distinguished humanitarian, fighter for freedom and good friend of Israel, symbolizes Mrs. Roosevelt's contributions to the establishment of world peace through understanding between peoples and nations.

Morgan, who just last year visited Israel, touring the re-

gion and experiencing its unique blending of past and present, quest for freedom and love of democracy, was deeply touched by the honor.

"I hope I have furthered the ideals for which Roosevelt stood," Morgan told those gathered to pay tribute to him, among them the entire Teamsters general executive board, "and that we have furthered the goals of Israel."

"Israel is the fulfillment of 2000 years of prayers of a homeless Jewish people and the fulfillment of the Bible's prophecies. To see people struggling to fulfill the promise of a free state is a miracle.

"I am honored to receive the Roosevelt Award. This great lady's yeoman efforts on behalf of human rights will stand in history and bring to my mind those of another great woman, the late Golda Meir, whose friendship with this country is a matter of historical record. It shows that Israel and the United States may differ on matters of vital importance, but accusations and differences be-

tween these steadfast friends will not split them apart."

This relationship "is based on a mutual love of freedom and commitment to democracy," he noted. "As long as men walk the face of the earth, there will always be those who will attempt to enslave us. If and when the day comes our freedom is threatened, we will stand solidly united to preserve free men's right to be free. Establishment of the State of Israel is one of the greatest miracles God has created. I am proud we have assisted to help preserve, build and defend those rights through the Israel Bonds program," he concluded.

Meir Rosenne, Israeli Ambassador to the United States, presented the Teamster leader with the coveted Roosevelt award. "This gathering represents a rare conjunction of beautiful symbolism," Rosenne said, speaking of the unity among representatives of Israel, Roosevelt, Labor—all dedicated to economic, social and religious justice.

In his address, Rosenne

talked about the stake both countries have in maintaining Middle East peace and keeping the region free from Soviet influence.

"Israel is the most valued ally of the U.S. in the Middle East. It stands alone as a bright bastion against the Soviet Union and its surrogate, the PLO," he noted. "Strong ties help ensure we remain a strong ally in the Middle East, a friendship grounded in common geopolitical interests, a vital affinity of heritage, the same human aspirations, all characterize America and Israel's struggles together."

"I have the honor to present this award to Joe Morgan," he said, in recognition of his "many years of dedicated service to labor and freedom throughout the world." Teamsters are one of the largest corporate holders of Israel bonds in the U.S., Rosenne noted, and have been one of Israel's strongest supporters since 1957. Joe Morgan understands the bond between the Jewish people and the Jewish state, Rosenne noted, perhaps because of his Welsh heritage.

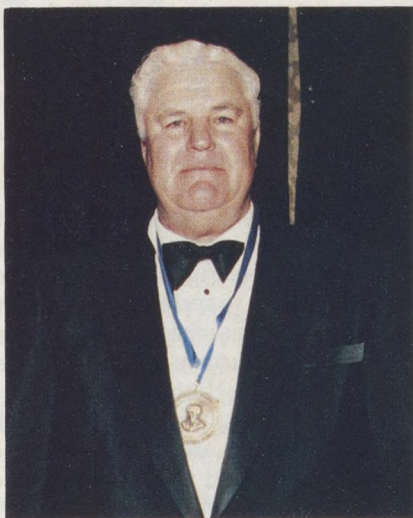
"Could it be that his roots in that small struggling country have a bearing on his feelings for other small beleaguered nations defending their right to live in peace and freedom?" Rosenne queried.

Dinner chairman for the Morgan testimonial was Second Teamsters International Vice President Joseph Trerotola, who welcomed participants to the labor-management tribute, noting that Morgan would receive "one of the State of Israel's highest awards." Lauding Joe, Trerotola praised him as an "outstanding labor leader with impeccable credentials, one of our most articulate, eloquent voices in the Teamsters."

Honorary chairman for the dinner was Teamsters General President Jackie Presser. Presser, in his keynote address to those gathered to honor Joe Morgan, also noted the long ties between Teamsters and the

state of Israel, especially Joe Morgan's "yeoman-like work for this good cause."

"Teamsters everywhere know that there is no more worthwhile investment in peace and democracy throughout the world," Presser said, adding that, "even more important than the funds raised, is what the Israel bond movement tells the rest of the world. It announces our solidarity with Israel's just cause. It demonstrates our unwavering support for Israel as a nation and as a friend. And it



The honoree, V.P. Joe Morgan

symbolizes our unifying belief in freedom and democracy."

"Israel is a special place," Presser added, "not just for the past, but for the present and future as well. It is an island of individual freedom, political stability and economic progress in a very troubled corner of the world."

Noting that Teamsters and other unionists have known struggles of their own and continue to struggle day-by-day, Presser called for a new direction in labor's struggles. He said that with the signs of change everywhere, from foreign competition to erosion of traditional smokestack industries and employer bankruptcies, the time has come.

We need a "new partnership that focuses on the problems of the day through cooperation rather than confrontation," he said, in proposing establish-

ment of a policy-making body comprised of labor, management and government officials which, meeting on a regular basis, could develop a long range plan for labor relations.

"The American worker, along with management and government, has, in two hundred years, taken a wilderness and turned it into the world's most productive and affluent nation. Compared to that achievement, the challenges we face today seem almost trivial," he noted.

"Joe is the kind of trade unionist this nation can be proud to call its own," Presser said in tribute to Joe, and the kind of leader who with the Teamsters will help us "surmount the obstacles we face, and through hard work and cooperation, help to lead America into the 21st century and a better quality of life for our children."

Arthur Bunte, president of Trucking Management, Inc. and dinner co-chairman for industry, also spoke and lauded Morgan's illustrious football career in the '40s, which he said was responsible for first sending him into trucking in the off season.

"We in trucking over the years have come to respect and admire him as a dedicated unionist and negotiator," Bunte said. He is "tough but fair, knowledgeable and has integrity. Through his years of rise through the Teamsters, he always has helped good causes, including the State of Israel."

"Vice President Morgan and the entire Teamsters General Executive Board are to be commended for their strong continuing support of the State of Israel for over 30 years," Bunte added. "Israel stands as a beacon of light in a dark sea. It behooves all of us to help our true ally. One of the best ways I know to help is through purchase of Israel Bonds."

A number of honored dignitaries were among the crowd honoring Morgan, including Senator James R. Sasser and Congressman Claude Pepper,

BONDS DINNER

along with many governmental dignitaries and state officials.

A special guest at the dinner was Ambassador Faith Whittlesey, Assistant to the President of the United States for Public Liaison.

"It's a pleasure to join the International Brotherhood of Teamsters and salute the relationship between the United States and Israel," Whittlesey noted. "The support between the Teamsters and Israel is legendary, and your support here tonight represents a real vote of confidence in Israel.

"Joe Morgan is a man who has spent much of his life caring for others. This dinner is a tribute to the high esteem in which he is held by the industry and labor as well," Whittlesey commented.

Noting the Teamsters' well-known tendency to "bargain from a position of strength with a determined adversary," Whittlesey emphasized that, "bargaining from a position of strength is what we must do in international policy as well."

Whittlesey advocated a strong defense posture, especially in Central America and the Middle East, to deter any potential aggressors and ensure peace. "Peace is our top priority," Whittlesey noted, "peace with freedom."

Noting recent increases in the defense budget and a strong military defense posture, Whittlesey said the Reagan administration has "made America safer. The strongest guarantee of peace and freedom together is a strong national defense."

"There is good news about America. America is back. It is strong in domestic and foreign policy. Millions who look to America as a beacon of hope are saying 'welcome back, America,'" she concluded.

Several other federal, state and local governmental dignitaries also were on hand for the occasion. Dade County Mayor Stephen P. Clark presented Morgan with a proclamation from the city of Miami, pro-

claiming a Joseph P. Morgan Day in Miami, while Sunrise, Florida Mayor John Lomello presented Morgan with a plaque, key to the city, and proclamation carrying with it area residents' "hearts for his outstanding community service."

After the dinner and the tributes, the evening's festivities were capped off by entertainment by Paul Anka and later, the Jerry Marshall Orchestra.

Anka, a beloved entertainer and talented composer, honored the Teamster leader with a special gift, a song written in Morgan's honor to the lyrics of "My Way," a framed copy of which he presented to Morgan after performing it and a number of his other hits for the audience.

Overall, it was quite a night for both the man of the hour, Joe Morgan, and the group honoring him.

Now Available "IBT Focus On Members"

The IBT Education Department has completed the third in a series of "IBT Focus on . . ." manuals. The newest manual is entitled "IBT Focus on Members."

Over the years, the Education Department has received numerous requests from affiliates for information on the rights and responsibilities of members. Under the direction of General President Presser, the project has become a reality.

The manual is general in nature and provides an overview of Teamster History and Structure. It will be especially helpful for either new or potentially new members in seeing the contributions unions have made to the North American workforce. A broad review of contract language and the future challenges to working people are included.

Single copies have been mailed to every affiliate. Additional copies can be purchased by affiliates through the Accounting Department at the International Headquarters for 75¢ per copy.

The manuals now available from the Education Department are:

"IBT Focus on Members"	\$.75
"IBT Focus on Stewards"	.75
"IBT Focus on Negotiations"	1.50



'Bootstraps' Scholarships Will Help With Educational Expenses

College expenses today have gone through the inflationary ceiling, with many formerly inexpensive state institutions now charging \$5,000, \$7,000 or more per year.

Facing that fact, and having realized substantial cost savings, thanks to newly incorporated efficiency programs, the Teamsters Scholarship Fund has recently taken a step to help hard-hit Teamster parents.

The Teamsters General Executive Board, acting on a proposal from the scholarship committee, recently voted to expand the IBT scholarship program. Fifteen new "bootstrap" scholarships of \$1,000 each will be awarded this year. One-time-only cash grants will go to three students in each Teamster area conference.

The "bootstraps" scholarships will be in addition to the 10 IBT four-year scholarships that are annually awarded. While applications and procedural rules will remain the same for both programs, the first ten young people qualifying for awards will win the top awards. The next 15 qualifying applicants will receive the one-time-only grants.

This will bring to a total of 25 the scholarships being awarded each year by the International Union. Thousands more, of course, are awarded by our affiliates to members' children each year as well.

General executive board members, in approving the additional stipends, noted their pride that the IBT scholarship program has been recognized

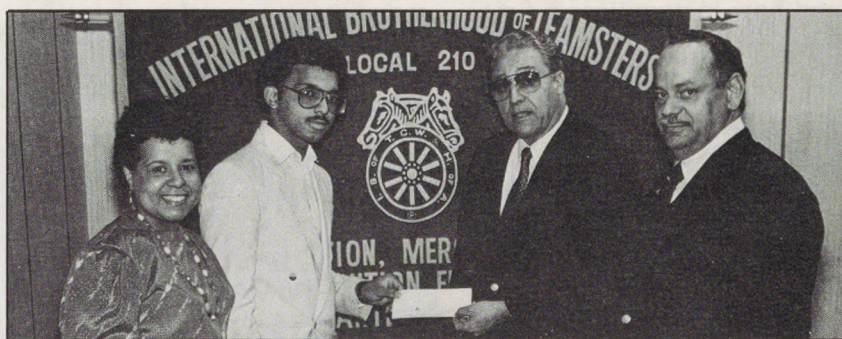
as one of the nation's largest privately funded scholarship programs for more than two decades and that the program has been so successful in enabling students to continue their education who otherwise, because of financial constraints, might have been deprived of such opportunities.

Teamsters General President Jackie Presser lauded the board's progressive approach to the dilemma of financially strapped college-bound members' children. "I know personally how important an educa-



tion is, and hate to think there would ever be wasted potential, because of a lack of funds," the Teamster leader said. "We in the Teamsters are here to assist our members and this is just one more way in which we can help. A mind truly is, as the saying goes, a terrible thing to waste. We in the Teamsters never intend to permit this to happen if we can help it."

Local Programs Do Their Part



In addition to the International Union's pace-setting scholarship program, Teamster affiliates also have recognized the value of a higher education and established programs.

One example of this is Local 210 of New York which, in just a few years' existence, has reached the point where it pays out more than \$50,000 annually for education. This program funds scholarships for students pursuing not only their associate or baccalaureate degrees,

but also for family members attending post-secondary vocational schools.

Secretary-Treasurer Cannizzaro, shown here presenting a \$2,500 scholarship check to Victor Villanueva, while his mother, Local 210 member Francisca Villanueva, and Scholarship Fund Chairman Angelo Martin watch, notes that such Teamster scholarship programs are the "product of a lot of hard work by business agents and members."

The IBT Organizing Department hosted a week-long National Organizing Conference in mid-January, attracting more than 250 organizers from the field to Washington for an intensive training program.

Organizing Director Vicki Saporta promised a working, nuts-and-bolts conference, with intensive sessions on the methods and tools organizers need to effectively organize the unorganized and combat the techniques used by today's management consultants. That, by week's end, the 250 in attendance fully agreed the sessions had provided.

The full-day sessions included programs on effective organizing techniques and strategies, screenings of union-busting films being used in the field, workshops on the legal aspects of organizing, workshops on how to research a company and what is available from the International. Additionally, there were role playing sessions of a union meeting and company captive audience meeting. Participants worked out various organizing problems and situations and explored how to negotiate a first contract and win a strike. The conference also unveiled the first of the Teamsters new organizing videos.

Welcoming participants to Washington was Teamsters General President Jackie Presser. Presser, with a real commitment to attracting new workers to our ranks and an intense interest in what our representatives in the field need to do that job, became a familiar figure during the week as he attended sessions, offered input and engaged in the give-and-take.

Presser emphasized to delegates that organizing the unorganized is one of the most important objectives of his administration. Pledging that he and the Teamsters were not going to sit back and watch any further deterioration of the labor movement, Presser said,

'Best Teamster Session Ever,' Delegates Say of Organizing Conference



Organizing Director Saporta really drummed up enthusiasm.

"There is a big job to be done out there!"

"New programs, new directions and more services for the membership and potential membership" are the operating orders for everyone at headquarters, he affirmed.

"The Teamsters are strong today and we will be strong tomorrow if we organize," he emphasized. "We have political strength in Washington through DRIVE. Our Communications Department is good, if not the best. We will keep you all advised of our efforts and changes as they take place. We are going to help you all the way. There is nothing we won't do at the International to make you successful in organizing the unorganized of the United States and Canada. Organizing the unorganized is the name of the game!"

Vicki Saporta, director of the reestablished Teamster department, worked hard during the week to hone organizers' skills. Her department had prepared a packet of materials for organiz-

ers that laid out NLRB statistical information, union-busting materials, examples of effective organizing literature and materials, legal information, plant closure data and materials available from the department.

"We know organizing these days isn't easy and it isn't going to be easy," Saporta warned at the outset. "However, by working together and by using effective organizing techniques, we can be successful in our organizing efforts. We can beat the union-busters!" she emphasized.

During the week, Saporta chaired sessions that were geared to combatting the increasingly sophisticated and heavy-handed techniques employers are using to thwart union organizing efforts.

Stressing that the best defense is a good offense, Saporta emphasized the need for well-prepared organizers, a strong in-plant organizing committee, and a knowledge of the issues and strategies used by various consultants. "Advance planning, cooperation among our affiliates, accurate information and hard work will bring success, despite the odds," she said.

Teamsters General Secretary-Treasurer Ray Schoessling reminded delegates that this union belongs to the members and pledged, "This International wants to make you all strong and ready for any of the obstacles you are confronted with on a daily basis, representing our members. We are a big union and we are going to help you all the way, down to our last buck! Remember, united we stand and divided we fall!"

Schoessling concluded by saying, "I hope all of you walk away with the knowledge that something can be done. This International is always here and everything will work out."

Other participants in the sessions included IBT Information Center Director Ann Thompson, IBT Legal Counsel Jim McCall, Western Conference Warehouse

and Miscellaneous Division Chairman Walter Englebert, Joint Council 53 President and Local 115 Secretary-Treasurer Johnny Morris, and Local 853 Vice President Rome Aloise, and General Organizers Jerry Schmidt and Lou Richard, all of whom presided over seminar sessions or participated in the role-playing demonstrations.

McCall's legal workshop discussed guidelines for organizing under present NLRB rules. He discussed procedures for filing representation petitions and unfair labor practice charges. McCall urged organizers to familiarize themselves with labor board operations. "Don't rely on the Board agents to do your job. It is important you have your case thoroughly investigated before taking it to the Board if you want to be successful," he told the group. McCall also answered a number of questions from participants on various legal issues relating to organizing.

At the Research workshop, Ann Thompson explained that the Teamsters Information Center is capable of obtaining most of the information needed to ef-

fectively carry on a good organizing campaign. She distributed a handbook, full of information on where to find specific information on employers.

She also reminded participants that the Information Center has on file current Teamster agreements which can be used as models, as well as more than 20,000 files on various labor issues, corporate financial information and the like, with instant access to every major business publication and database in the country. Adequate background information on a company can make the difference between organizing success and failure, she reminded participants, noting that the Information Center stands ready to help prepare our officers for not only organizing, but the bargaining table.

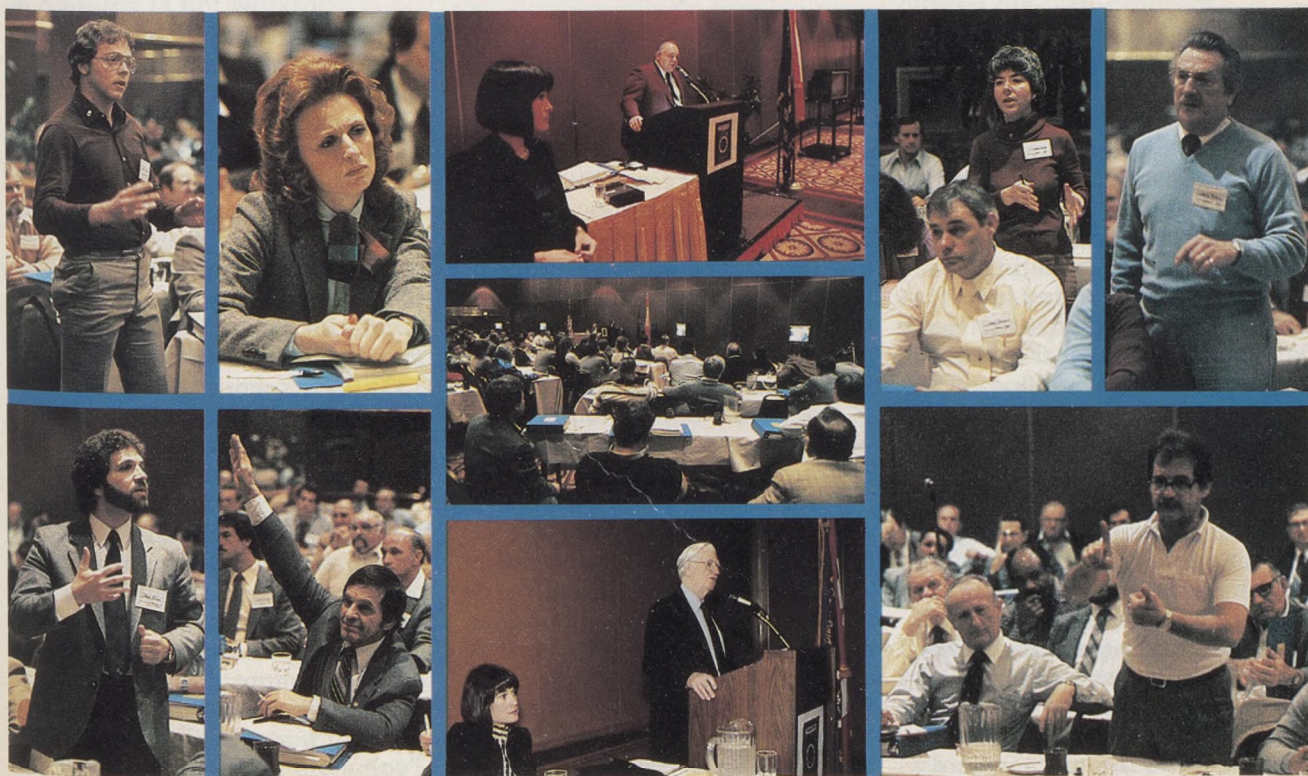
During the sessions, Vicki Saporta showed the Organizing Department's first videotape—on organizing health care employees. It was such an effective and persuasive film that delegates unanimously agreed that other tapes should be produced, geared to specific types

of employees. The delegates, enthused that such tools are becoming available, predicted they should be a big help in organizing the unorganized.

During one role-playing session, Saporta played the organizer, trying to persuade employees of a company to join the union. Techniques for structuring an effective union meeting and building a committee were emphasized.

In another, Joint Council 7 Organizing Director Rome Aloise took the employer's role for a captive audience session. Aloise played his role well, using standard employer arguments and ploys to play on the "employees" fears, divide them, and weaken the union's support.

In another session, Walt Engelbert discussed the most effective ways to negotiate that first contract, and detailed information that could help at the bargaining table. After providing a number of nuts-and-bolts pointers, Engelbert reminded the organizers and officers not to be afraid to use the state or federal mediation services, should those prove necessary



ORGANIZING

for the settlement of an impasse situation.

Veteran Pennsylvania Teamster leader Johnny Morris talked to participants about effective techniques to win a strike. He noted at the outset that in today's tough bargaining climate, strikes are to be avoided, but added that, when necessary, they can be won—if the local is prepared, organized, keeps the communication lines open, reaches out for help and support, and remains objective. "Remember, strikes are easy to start and most times, hard to end," he warned.

In another seminar session, Saporta showed delegates how they could create their own organizing materials and effectively use leaflets and handbills during campaigns, noting that the literature tailor-made

to a specific campaign is most effective. She had examples of the recently created Public Employees brochure and other leaflets, and promised participants that she would respond to their requests for effective organizing literature.



In one of the most popular sessions of the conference, participants were split into five different groups and asked to use what they had learned all week in working out solutions to five different organizing dilemmas—a clerical, hospital, public sec-

tor, industrial decertification and double breasted trucking operator situations.

The final day of the conference included a graduation ceremony at which each delegate received a Certificate of Achievement from General President Presser. Presser had nothing but praise for this precedent-setting conference and the participants who had worked so hard all week.

Perhaps the best indicator of the success of the program was the fact that on Friday the room was still filled to capacity, as it had been at every session since the program began five days earlier. Conference participants left Washington with a new enthusiasm to go out and organize in their local areas. They also left with the knowledge that the Organizing Department is available and eager to assist them in their efforts.

TEAMSTERS' BURROUGHS WINS 1983 EMPLOYEE BENEFIT AWARD!

When you're responsible for the assets of a union with nearly 1.8 million members, you want the best people you can find to administer your financial accounts.

The International Brotherhood of Teamsters, and its officers, aware of their responsibilities to members, think they have the best people. Our Investment Department Director, Eugene Burroughs, for one, keeps proving that—recently, through the latest in a string of high honors from his investment industry peers.

Burroughs in January, 1984 was named by the prestigious industry publication, *Pension World*, as 1983's Employee Benefits Outstanding Achievement Award Winner for Investments. The award was given "in recognition of individual contributions made to the professional

field" by the publication, which goes to plan sponsors and investment managers.

Burroughs was cited for his expertise and responsibility in managing the research, recommendation and implementation of the investment program for the Teamsters' operating monies and the International's two related pension plans, which presently represent aggregate funds exceeding \$500 million.

"A chartered financial analyst, he is recognized as a leading thinker in the area of pension fund investments under ERISA," the publication noted.

Burroughs' credentials include a number of other professional honors. He currently is a director, the Financial Analysts Federation; a director, International Foundation of Employee Benefits Plans; general chair-

man, 1985 Annual Conference—Financial Analysts Federation; a member of the Institute of Chartered Analysts, and member of the Financial Analysts Federation.

Burroughs has served with a number of other professional groups, including the Pension Benefit Guaranty Corporation, where he chaired the investment policy panel from 1975 to 1983. In his work with the PBGC, Burroughs helped establish the agency's investment policies and practices.

"Your outstanding achievement is quite an accomplishment and an excellent example of individual contribution to the broad pension industry," Teamsters President Jackie Presser said, in congratulating Burroughs. "Your award has brought honor to the entire Teamsters brotherhood."

Presser Urges Coordinated Action for Job Security

General President Jackie Presser traveled to Phoenix, Arizona on February 8 to deliver a keynote address to the Industrial Relations Research Association Conference. In his speech, which received extensive media coverage, the Teamsters President called for a "new American partnership" among government, labor and management to address the unemployment crisis in America.

"We pat ourselves on the back when only 8% of the labor force is out of work. We might not be so complacent if we look a bit further. Youth unemployment, a social and cultural time bomb, stands at 20%. Among minorities, it is 29%. And unemployment among black teenagers is a shameful 50%. The fact is America is not working," Presser said.

The general president told the conference, which was attended by prominent figures in the field of labor-management relations, including Labor Secretary Ray Donovan, that job security is, and will be, the collective bargaining issue of the 80s and 90s. "By job security, I'm talking about more than just the creation and retention of jobs today, I'm talking about the adaptation of business, labor, and government to the demands of the future," he said.

Presser pointed out that rapid technological innovation is totally reshaping the American economy, displacing workers from the traditional smokestack industries and creating a structural, rather than temporary, unemployment crisis in America. Some of the changes he noted that have taken place in

"We need an employment policy that emphasizes prevention of unemployment . . . that anticipates displacement, not reacts to it. We need to put job security on the same level . . . as national security."

just the last three years and that have tremendous implications for the American workforce included the fact that there are one-third fewer auto workers in America today than there were in 1980; that for the first time in our history, more than one-half of the workforce is female; that home computer sales have topped \$1 billion in sales and that a generation of school children has grown dependent on calculators and video games.

"The solution is not just avoiding recessions. It is not just extending unemployment benefits. It is not just enacting protectionist laws," Presser told the conference. "We need an

employment policy that emphasizes prevention of unemployment, rather than one designed merely to soften its impact. We need a program that anticipates displacement, not one that reacts to it. And we need to put job security on the same level of priority as national security."

Presser warned that the employment challenges of the future cannot be met unless government, labor and management begin to cooperate with each other rather than confront each other. "Fingerpointing accomplishes absolutely nothing," he said.

He explained the need for a new structure that would embody a new partnership and focus on long-range plans for labor relations in America and offered his own proposal.

"I have proposed the establishment of a tripartite policy-making body, comprised of labor, management and government officials, that would meet on a regular basis and have broad authority over employment and training programs. I genuinely believe that such an employment board could get this country moving again," he said.

General President Presser concluded his remarks by saying that unions, management and government must all be concerned with how to make business enterprises more effective and efficient and how to best make use of manpower. "There's no turning the clock back. We're engaged, and we must compete, in a global economy. The important point is that we are all in this together," he said.

SOLIDARNOSC!

Imagine a country where you can not only be jailed for voicing your personal opinions, but once there, can be labeled the lowest form of criminal, entitled to fewer privileges than the most heinous murderer.

Such a system exists today, and such abuses go on minute-by-minute, as the workers of Poland continue their courageous battle to establish a free and independent trade union movement right under the watchful eyes of Polish leaders and the Kremlin.

Polish unionists affiliated with Solidarnosc (Solidarity) have been waging their battle for more than three years, have seen their leaders jailed and mistreated, yet still nurture the hope for autonomy and equitable bargaining within their hearts, and are willing to face jail and mistreatment in return for the right to speak out! They exist; they continue to struggle; they need our support!

Teamsters and other unionists fought much the same battles, 80 years ago, and 60 years ago, and 40 years ago, as we sought to establish a free bargaining voice for American workers, against Pinkerton guards, oppressive employers,

club-wielding strikebreakers and the like.

While our struggle continues today, we won those early confrontations and gained protections under the law of our right to organize, to speak with one voice, to bargain for better wages, hours and working conditions and to strike when necessary to enforce those rights.

Can we as unionists do less for our compatriots in Poland, many of whom share the same proud ancestry and heritage as brother and sister Teamsters in this country?

Solidarity is asking for American unionists' support, especially now as Poland continues to jail workers and treat them as less than human. We are told that under Poland's penal system, workers jailed for doing nothing more than expressing their opinions can be mistreated and abused like common criminals. Political prisoners are accorded much higher status and better treatment.

More than 300 workers now sit in Poland's jails and need our help. They have done nothing wrong other than voice their opinions. Surely they deserve release, or at the least, political prisoner status.

Our Teamsters General Executive Board, in an expression of concern for our fellow unionists, enacted a resolution at their January meeting, expressing support for Solidarity and calling on all Teamsters to help.

How can Teamsters help? First, by caring. Solidarity's aims and the struggles of the people can't be swept under the rug if involved unionists voice their concerns, both for Solidarity's goals and the workers' well-being.

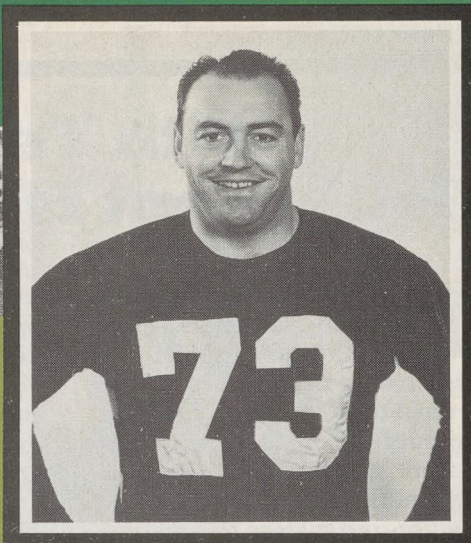
Secondly, Solidarity, to continue its campaign, needs the financial and emotional support we can generate. Running presses to keep the truth flowing to the workers costs money, as does the assistance Solidarity provides to jailed workers' families.

Teamsters General President Jackie Presser told his fellow officers on our Board, "Solidarity's goals for the betterment of their members include the restoration of trade union freedom, democratic protection for workers and an independent and just judicial system."

"The Communist government of Poland, the sole employer of the people, has violated human rights and fair labor practices, and has jailed hundreds of workers who have dared to speak out in opposition." Can we do less than give them our wholehearted support?

Our general executive board endorsed a resolution "supporting the Solidarity cause, its work and actions," and offered their own "moral, material and financial support to the Solidarity cause." Can we in the Teamsters, who enjoy so many benefits and privileges as a result of our freedom to organize, do less?

Support Solidarity. A free trade union movement is everyone's concern!



For ol' New York Giants #73, otherwise known as Teamsters International Vice President Arnie Weinmeister, Saturday, January 21, 1984 was quite a day.

That was the day, just one day before Super Bowl 18 in Tampa, that Weinmeister and the rest of the nation learned that he was among four new entrants just selected for admission to the prestigious National Football Hall of Fame. The elite who shared the spotlight: Mike McCormack, former offensive tackle for the Cleveland Browns; Charley Taylor, former great running back for the Washington Redskins, and Willie Brown, former All-Pro defensive back for the Oakland Raiders.

Weinmeister's gridiron career, while it would end with play for the B.C. Lions of the Canadian League, reached its peak between 1948 and 1954, during his days with the New York Giants and earlier, the New York Yankees of the All-America League.

Following on the heels of a spectacular college football career that saw him named an All-Coast tackle as a Washington State Huskie senior, Weinmeister in 1948 won the pro football "Rookie of the Year" title in his first year with the Yankees. He was tapped all-pro defensive tackle for the football team the next year.

Teamsters' Weinmeister Becomes the Latest Football Hall of Famer

Weinmeister played for the NFL's New York Giants for the next four years and was named All-Pro Tackle each year, in recognition of his track-man speed. His moves on the field must have been something, for the voters to have remembered him so well and honored him thus. This latest honor follows his 1982 induction into the University of Washington Hall of Fame.

Vice President Weinmeister, also president of Teamsters Joint Council 28 and Secretary-Treasurer of Seattle Teamsters Local 117, learned of the honor while attending the Teamsters General Executive Board meeting in Miami, Florida in January. After being feted by board members on this football honor, he jetted to Honolulu, Hawaii where, during the course of the late January Pro-Bowl, which pits the best of the National Football Conference against the best of the American Football Conference, the Teamster was interviewed on coast-to-coast television about the honor.

Commentators interviewing Weinmeister during the Pro-Bowl noted that while he only

played six years of professional ball, he "really impressed the people who do the voting."

Asked his feelings on being selected, the Teamster answered in characteristic style. "Well," he said, "it's a terrific thrill for me, particularly since I've been out of the game for 30 years and had the privilege of representing working people all over America on behalf of the International Brotherhood of Teamsters."

"I certainly want to share this thrill with all of them," this 42-year Teamsters veteran added. "It's kind of the 'capper' to my early career in life and one that couldn't be matched anywhere, I'm sure, and I'm really proud of it."

That the honor is well-deserved can't be denied. One of Weinmeister's former teammates and a former assistant coach for the Giants, Tom Landry, called the former football star, "one of the greatest defensive tackles I've ever seen." He should recognize one when he sees one. He's coached a few other greats in his career as coach for the Dallas Cowboys.

With Teamsters' Support, Settlement Is Reached at Greyhound

The International Brotherhood of Teamsters, evidencing the solidarity that has always been instrumental to our organizing and bargaining success, in early November lent its support to 12,700 striking Amalgamated Transit brother and sisters as they pressed a dispute with Greyhound Lines.

When the ATA workers were forced to take to the picket lines November 2 to get the bus company to negotiate, the Teamsters backed them up, nationally voicing immediate support.

Teamsters General President Presser said, "Teamsters are in full support of this lawful strike and we will render whatever assistance we can to our striking union brothers and sisters as they fight to retain jobs and their union contracts." As the dispute went on, in late November, he called for a national

boycott of the bus company, adding, "Until the company agrees to stop its union-busting techniques, such as replacing striking workers with scab labor, and returns to the bargaining table . . . we must urge the traveling public to avoid this carrier."

In New York, Teamsters mobilized support for the strikers, attending rallies and spreading the word to boycott Greyhound.

In Philadelphia, Teamsters brought a 50-vehicle convoy to center city for an hour one rush hour A.M., and with air horns blasting, demonstrated their solidarity with the strikers' cause and protest of the company's decision to replace the strikers with non-union drivers. This demonstration, coordinated by Teamsters Local 115, mobilized 18-wheel rigs, flatbed trucks, taxicabs and even private cars for the cause.

Local 115 President John Morris said: "It helps convince management that not only are they in a strike with their employees, but the community is involved and so is the labor movement as a whole." He told a crowd of more than 300 chanting Teamsters and strikers to "hang in there."

In city after city, the story was the same, with Teamsters from Michigan to Florida and Maryland to California, mobilizing.

Despite some optimistic company press releases about how well operations ran with the scabs, the good news finally came when the company began to bargain in good faith. The result—a contract both sides could live with. It was accepted by Greyhound's striking workers in a December 19 ratification vote. Solidarity—it's the only way to win!

Ya Gotta Have Heart!



Three hundred and two retarded and handicapped youngsters learned that Santa REALLY IS a Teamster last December, while the Knights of Columbus Hall in Dearborn, Mich. rollicked with the sounds of youngsters waiting for Santa's arrival in a Teamster rig.

The occasion—a special Christmas party for the youngsters put on by Teamsters Joint Council 43 (Local 337).

To the tune of "Everything is Beautiful," they sang and danced and shared such joy with everyone that you forgot to notice that many were in wheelchairs or on crutches.

The affectionate youngsters, to express themselves, put their arms around you and said,

"Give me a hug, kid." And by day's end, they had won the hearts of Teamsters International Vice President Robert Holmes, his wife Vi and Father Richard Gorecki, who were helping Santa distribute gift-wrapped presents, including Teamster caps, T-shirts, sweat-shirts and stuffed animals with radios inside.

This party, which Holmes plans to top next year, symbolizes something even better—the number of other parties Teamsters nationwide put on for the elderly, handicapped and retarded during the holidays.

They were all labors of love and expressions of Teamster concern that said, loud and clear—"Give us a hug, kid, because we love you back."



Dear Teamsters,

This beautiful little girl I am sitting here with walked into my office and said, "Thank you for helping me" recently. What she meant was, "Thank You, Teamsters" for generously supporting the Easter Seal Society.

I was touched by, and want you to read, what Stephanie Swiney's mother, Carla, told me in her own words about Stephanie's birth.

"I had so many plans for her. There would be swimming, cheerleading, dancing, gala parties, beautiful clothes. She was going to have every opportunity we could offer.

"Her birth on February 6, 1976 was the most rewarding experience of our lives. My husband, Bob, and I watched breathlessly, knowing we were witnessing the miracle of life.

"Despite my joy, I could sense complications. A cold chill ran through my body, a signal of doom.

"Finally, the medical verdict: 'Your daughter has spina bifida.' The doctor's grim explanation of Stephanie's condition trailed off as I heard him say 'paralysis from the waist down.'

"She had no control over her bladder, and a tube called a shunt would have to be inserted in her tiny head to ward off fluid buildup. She also had club feet. Sheer terror gripped my heart. 'This can't be happening to us. She was our dream child. How could she have such a birth defect,' " I thought.

"Those first few hours of her life were filled with prayer. We prayed that we would be granted the wisdom to properly care for our baby's needs. Outside of the nursery I gazed at her and for the first time really cried. I hadn't lost faith, wasn't feeling sorry for her; it just hurt me to think of how helpless she would be for a very long time. My husband pulled me into his arms. 'Carla,' he said, 'we can teach our Stephanie the important values of life. Then, no matter what her physical handicaps are, she will grow and develop into a fulfilled human being. She is a blessing in our lives.'

"We had work ahead of us, but I felt ready to handle it. I thought to myself, 'I don't care what's wrong. She's mine and she is going to have a good life.'

"More than three weeks later, Stephanie was allowed to leave the hospital . . . and we were alone, until, shortly afterward, I got a call from a man who worked with Easter Seals. He told me when we needed the services provided by the Society, Easter Seals would be there to help . . . and they have been ever since."

Easter Seals is there for Stephanie and hundreds of thousands of other handicapped children and adults because you have been generous in your support of the Teamster campaign for Easter Seals.

This year, in addition to a national corporate contribution, our Teamster Campaign for Easter Seals is attempting to get cash contributions pouring in early, to help Stephanie and the thousands of youngsters and families like hers who depend on our generosity.

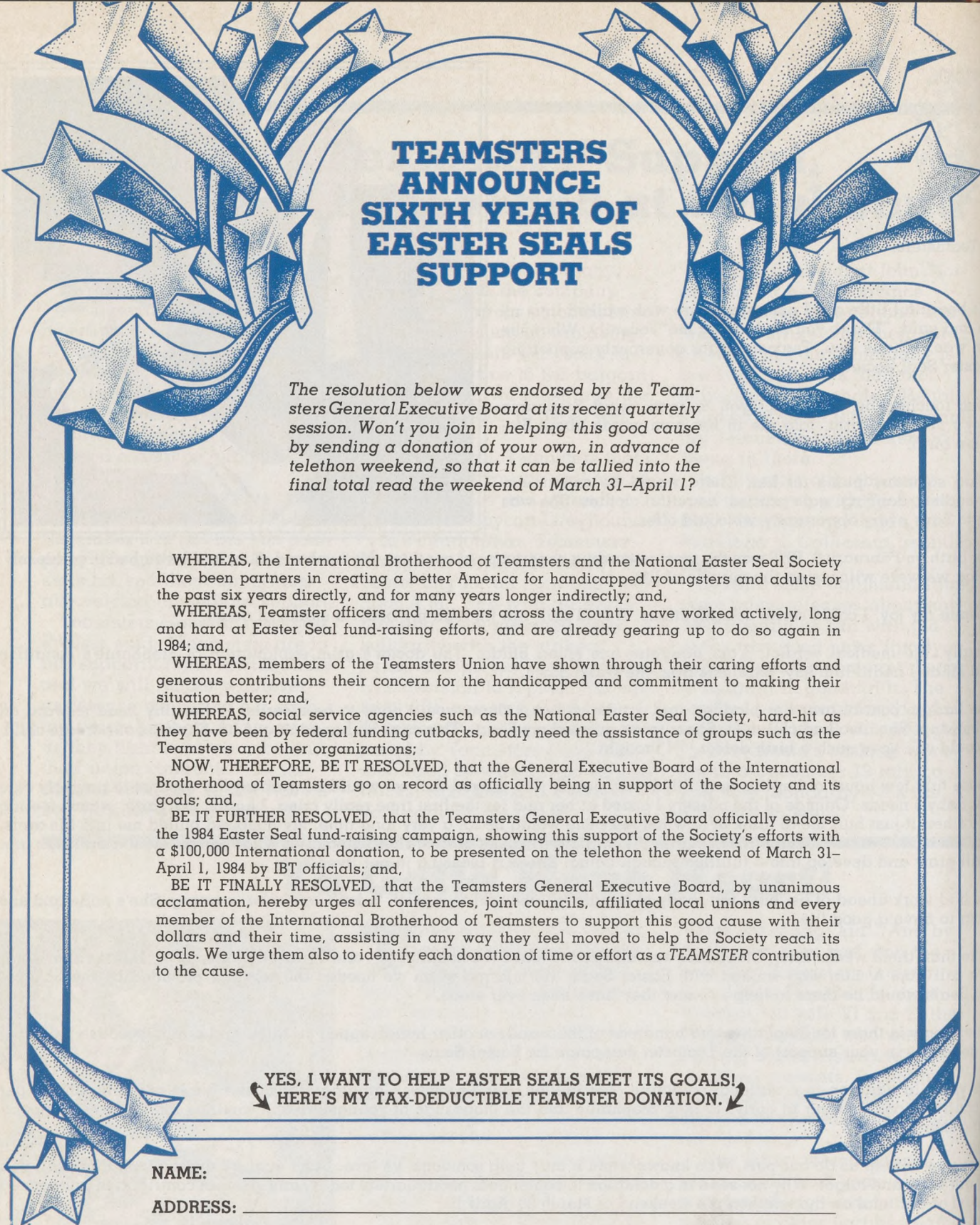
I urge you to help us do our part. Who knows when it may help someone we love. Don't wait for the telethon this year; you might get busy and forget. Why not send in a donation to Easter Seal headquarters today, and see that contribution announced as a part of our total on the telethon the weekend of March 30-April 1.

Fraternally,

Jackie Presser
Jackie Presser, General President

P.S. Once more, please make your \$5 contribution or a donation of whatever you can afford now. Many of the parents whose children are receiving Easter Seal Services are Teamsters . . . so you really are helping your own when you give to Easter Seals!





TEAMSTERS ANNOUNCE SIXTH YEAR OF EASTER SEALS SUPPORT

The resolution below was endorsed by the Teamsters General Executive Board at its recent quarterly session. Won't you join in helping this good cause by sending a donation of your own, in advance of telethon weekend, so that it can be tallied into the final total read the weekend of March 31-April 1?

WHEREAS, the International Brotherhood of Teamsters and the National Easter Seal Society have been partners in creating a better America for handicapped youngsters and adults for the past six years directly, and for many years longer indirectly; and,

WHEREAS, Teamster officers and members across the country have worked actively, long and hard at Easter Seal fund-raising efforts, and are already gearing up to do so again in 1984; and,

WHEREAS, members of the Teamsters Union have shown through their caring efforts and generous contributions their concern for the handicapped and commitment to making their situation better; and,

WHEREAS, social service agencies such as the National Easter Seal Society, hard-hit as they have been by federal funding cutbacks, badly need the assistance of groups such as the Teamsters and other organizations;

NOW, THEREFORE, BE IT RESOLVED, that the General Executive Board of the International Brotherhood of Teamsters go on record as officially being in support of the Society and its goals; and,

BE IT FURTHER RESOLVED, that the Teamsters General Executive Board officially endorse the 1984 Easter Seal fund-raising campaign, showing this support of the Society's efforts with a \$100,000 International donation, to be presented on the telethon the weekend of March 31-April 1, 1984 by IBT officials; and,

BE IT FINALLY RESOLVED, that the Teamsters General Executive Board, by unanimous acclamation, hereby urges all conferences, joint councils, affiliated local unions and every member of the International Brotherhood of Teamsters to support this good cause with their dollars and their time, assisting in any way they feel moved to help the Society reach its goals. We urge them also to identify each donation of time or effort as a TEAMSTER contribution to the cause.

YES, I WANT TO HELP EASTER SEALS MEET ITS GOALS!
HERE'S MY TAX-DEDUCTIBLE TEAMSTER DONATION.

NAME: _____

ADDRESS: _____

TEAMSTER CITY &
LOCAL: STATE: _____

MAIL TO:
TEAMSTERS/EASTER SEAL CAMPAIGN
C/O NATIONAL EASTER SEAL SOCIETY
2023 West Ogden Avenue
Chicago, Illinois 60612

Meeting and Introducing Persons with Disabilities

1. See the person who has a disability as a person—like anyone else.
2. Understand that, although a disability may be caused by a disease, the disability is not the disease itself and cannot be contagious.
3. Appreciate what the person can do. Remember that difficulties may stem from society's attitudes and environmental barriers rather than from the disability.
4. Be neither patronizing nor reverential. Understand that the life of a person who has a disability can be interesting. Avoid appealing to others to respond to persons with disabilities out of "gratefulness" for not having a disability themselves.
5. Speak directly to the person who has a disability rather than through a third party. Help draw the person into the group. If the subject of the disability comes up, discuss it with the person rather than with others who may be present.
6. Treat adults as adults. Call the person by his or her first name only when extending that familiarity to all others present.
7. Be considerate of the extra time it might take for the person with a disability to get things said or done. Let the person set the pace in walking or talking.



SUPPORT



The Communications Trade Division of the International Brotherhood of Teamsters (CTD), far from being cowed by a deregulated communications industry, fast-changing technologies and a flurry of new company entries into the industry, is meeting the challenges head-on, with a full-steam-ahead attitude.

Communications Trade Division President Dan Kane and his fellow officers have been exploring the innovations in the industry and monitoring the changes following in the wake of the AT&T breakup, with an eye toward organizing many of the new companies springing up and expanding ties with companies currently under Teamster contract.

At the CTD's sixth triennial conference, held in October, affiliates took action on a number of resolutions designed to buoy the CTD's strength. Gearing up for action in a number of arenas, the CTD is utilizing the IBT's Information Center files to coordinate activities with all Teamster locals having interests in the communications fields.

Currently, more than 37 Teamster locals nationwide, with more than 45 major contracts in the industry, are pooling their information and resources. Working cooperatively, and by monitoring contracts carefully, assessing common interests, and relying on each other for support and solidarity, the group plans to step up organizing efforts among newly emerging companies.

Seeing the erosion of the industry by the latest deregulatory measures, delegates also endorsed a resolution of strong support for an effective DRIVE program, as one way of preventing further legislative damage and protecting workers' interests in the field.

As one example of the CTD's ongoing activities, Kane cited its continuing efforts to help a member local—Local 111, headquartered in New York—in its

Teamsters Are Aggressive In Communications Organizing, Representation

prospective battle against MCI Communications Corp., and its subsidiary for international messages, Western Union International.

Local 111's battle with WUI, should it occur this spring, will be one of the first since deregulation. It will involve a company whose telex operators, clerks, technicians, programmers and other workers have been under Teamster contract for more than 40 years.

WUI's 1982 purchase by MCI, a fast-growing, billion-dollar conglomerate, has forced Local 111 and the CTD to reassess bargaining strategies. Local 111, faced with a company that has already profited from the trend toward deregulation by competing with AT&T in the field of long distance domestic voice transmission, knows MCI bought WUI seeking to get into the international sector as well. It has already established private line services, known as "Voice Express," with Great Britain and Belgium, with similar service slated elsewhere.

WUI is a major company in the international record carrier sector, which traditionally has been well-organized. In the United States, it is more than 80% organized, predominantly by the Teamsters, especially in gateway cities to international communication such as Miami, San Francisco, New Orleans, Washington and Los Angeles.

Since buying the WUI, MCI has been eroding the union contract by dismembering WUI

piece-by-piece and moving Teamster members out of New York City, along with undermining the conditions of all its workers at WUI.

Once MCI, accustomed to a "union-free" environment, embarked on a campaign of harassment of Teamster members, Local 111 was alerted to the potential for a strike.

With Local 111's contract expiring on April 1, 1984, the Teamster affiliate appealed to the CTD which, in the months since, has been working with communications workers in other countries to establish strong ties, an understanding of mutual concerns and a sense of familiarity, in preparation for any international dispute.

Close ties have been forged with the PTTI, the Postal, Telegraph and Telephone International, which represents more than 160 unions in 80 countries and has already lent its support to the IBT division.

Major communications workers unions in Great Britain and in Canada have, in fact, already pledged their support of any strike actions taken by Local 111.

Stateside, the CTD also has been actively involved with the Coalition of Telecommunications Workers Unions, a group composed of Teamster and CWA affiliates, in staging a petition campaign against efforts to stop providing and servicing customer equipment by MCI, RCA, WU, ITT, TRT and other companies which send and receive international telex messages.

If these companies' efforts are successful, this would result in a loss of Teamster jobs.

By uniting all affiliates with communications interests and standing strong, the Communications Trade Division plans not only to help Local 111 win its battle against MCI, but through strength and militancy, to provide the union of choice for other workers in the fast-emerging information fields.

Untethered space walks, talk of orbiting space stations with their crews of workers, automated warehouses, computerized checkout scanners in the grocery stores, personal size computers in our homes, schools and offices—none of this is science fiction anymore.

And where workers in some industries sit around and fear automation, the advent of new technologies and the future, we in the Teamsters anticipated long ago what the future would bring and began preparing for it.

Just as early generations of Teamster leaders foresaw the advantages of automobiles and built a union around it, yesterday and today's union officers have been anticipating the technologies that would arrive with the 21st century.

We hear talk of "high-tech" industries and about the problems that will arise, but most union leaders know that "high-tech tomorrow" we hear about is here right now.

It's only been very recently that the Bureau of Labor Statistics has been able to classify "high-tech" industries for its own statistical purposes. BLS tried to define high-tech by saying that 36 of the 977 industries

Teamsters: High-Tech Today

assigned standard industrial codes qualify because their R&D expenditures and number of technical employees run twice as high as the average for all manufacturing. This includes a whole gamut of companies including makers of drugs, computers, electronic components, aircraft and laboratory equipment. Also qualifying are service industries, including computer programming, data processing and research labs.

The BLS defined an additional 56 industries as "high-tech intensive," which means their R&D spending and technical employment are above the national average. This includes most of the chemical industry, petroleum refining and the makers of such products as textiles, printing, electrical and medical equipment. Many of them, of course, already employ Teamsters in large numbers.

But today, when you say

"high-tech," most people think about the Silicon Valley, with the designers dreaming up the new computers, computer games and other technological applications, and technicians working on the assembly lines, putting the microchips and plastics together to make your Apple II or Odyssey game.

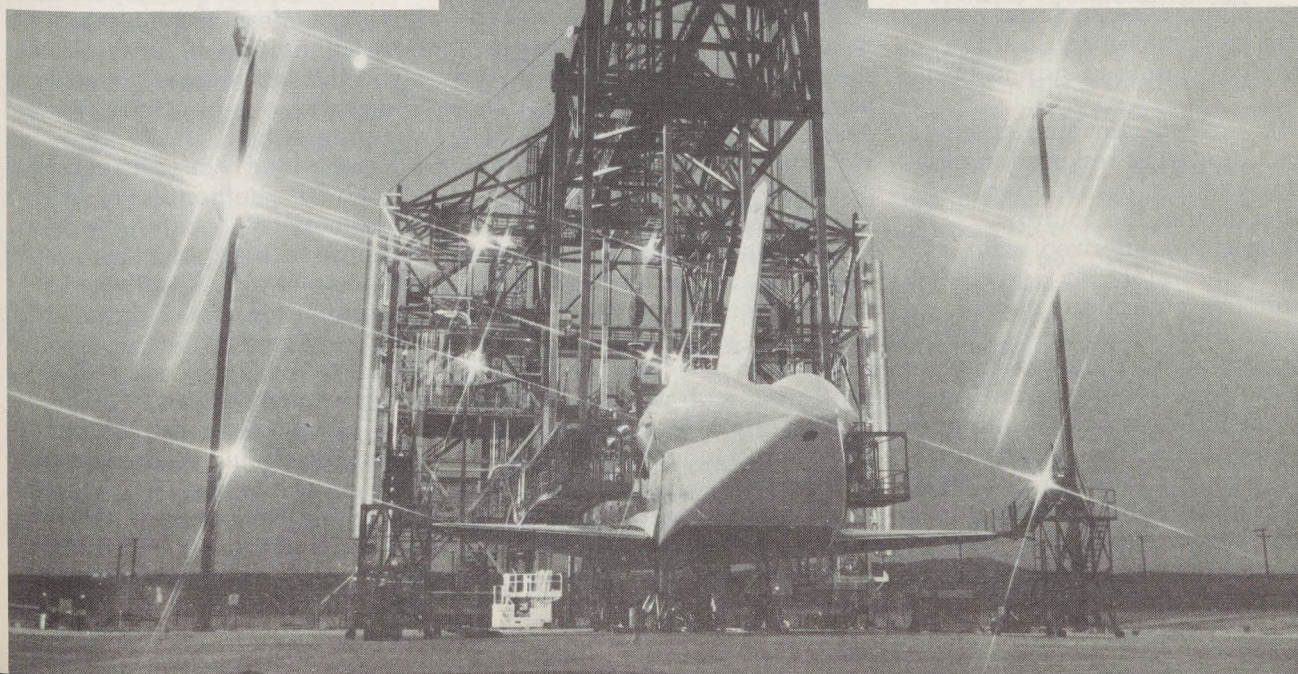
But that segment of the industry, although currently non-union and the dream of any organizer worth his or her salt, is only a very small segment of the high-technology field that is opening up before our eyes. Just as we saw space program innovations make their way rapidly into American society in the form of new products, lightweight fabrics and a host of other applications in the early 60s and onward, we are now seeing high tech enter our everyday lives.

Factories are automating, with Teamsters learning to use new equipment, laser products and computers to keep things running.

In other areas, warehousing is being done increasingly through the use of computers. Product code scanners, computerized stockpiling, storage and retrieval, computerized pricing and inventory controls all are making corporate operations more profitable. Teamsters are learning the technologies.

Take the Giant food chain,

The Space Shuttle, harbinger of Teamster crafts-to-come.



HIGH-TECH TODAY

based in Landover, Md., as an example. The 130-unit regional chain is the Washington-Baltimore area's largest. Giant, which has many Teamsters under contract, has for several years been betting heavily that high-tech would be the key to success in the 80s and beyond.

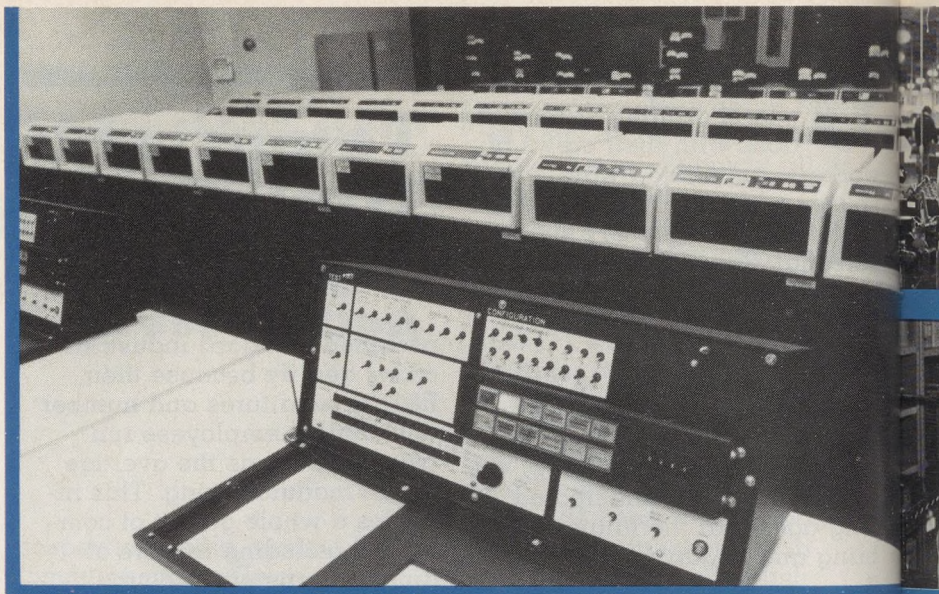
A few years ago, the chain installed some of the first computerized checkout scanners in the area in its stores. Recently, it added minicomputers in each of its 49 Giant pharmacies to allow pharmacists to summon up a customer's prescription history, cross-check on drugs for potentially dangerous interactive effects, print prescription labels, do bookkeeping chores and provide updated on-line product and price information.

Giant's mammoth 16.5 acre warehouse complex at Jessup, Md., boasts other state-of-the-art innovations. There, automation and computers help workers pare costs and keep Giant's shelves fully stocked.

Giant plans other additions to its technological army, including automated inventory checking, monitoring of freezer case temperatures, development of computerized controls for its meat cutting and deli operations, and even a prospective computerized videotext service that could provide information on menu planning and nutrition. Giant sees such innovations as common sense if the company wants to stay in business.

Similar warehousing operations are being reported in California and in many other locales around the country.

While computerized warehouses are probably a few years away for many chains, for the big merchandisers, the innovative ones, these things already are a reality. And Teamster negotiators have been facing the innovations, bargaining based on the realities and finding ways to retrain workers to use the new equipment, for a long time now. They certainly



Whether at IBT headquarters or Honeywell in Tampa,

aren't running from the problems.

And Giant is just one of many companies, in countless industries, across the country that have adopted changing technologies.

Teamsters working in communications, aerospace, industrial operations such as Honeywell's or TRT, white collar industries, public employee crafts, and yes, even our nurses and x-ray technicians, are facing new equipment every day and adapting to it. Our contracts are being negotiated with the new technologies in mind.

If a secretary or office clerical faces health hazards from sitting in front of her word-processing terminal, we want the clause in the contract that can help her solve the problem. If the scanner keeps breaking down in a store, reducing check-out times for customers, we want to help remedy the problem, before a worker gets into trouble.

Teamster researchers are running the time and motion studies that determine whether new standards from a speeded up warehouse or assembly line are consistent with workers' capabilities and how to meet both people and industry's needs.

Teamsters in communications, already one of those industries using incredibly sophisticated technologies, are

dealing with the microchips, lasers and fiber optics that are bringing such changes. Dan Kane, president of the Teamsters' Communications Trade Division, in fact, noted the trend toward high-tech in addressing delegates to the Teamsters' recent Industrial Trades meeting. The division, in order to protect members' interests, keeps close tabs on the industries in which our members work and with technological innovations.

Kane told the group that to counter employers who would use new computer-based automation as a weapon to undermine and destroy unions, the Teamsters and others in labor must "counter that weapon. We have to understand how the new technology affects skill levels, job titles, working conditions, attitudes of workers and supervisor tactics."

Kane added, "Experts can argue about whether one or another industry, occupation, or machine is 'high-tech.' No matter what they decide, their conclusion will be out-of-date within five or ten years.

"Every industry, occupation, machine and service will soon have 'high-tech' controls and electronic circuitry," the Teamster leader pointed out, since the whole basis of high-tech is the computer on a chip, a tiny piece of electronic circuitry



Teamsters will remain the high-tech experts of the 80s & 90s.

which can cheaply and rapidly store, process and evaluate millions of pieces of information.

Kane described the complexities of his own industry, the telecommunications field, a typical high-tech operation. "It includes telephone and telegraph, radio and television, and electronic mail. It uses satellites, underwater cable, microwave towers, broadcast equipment, switching systems and fiberoptic cables. But only the names are complicated, not the equipment," he noted.

Giving participants a general idea of the industry, he added, "Two of every five workers in communications in the service side are telephone operators, clerks, bookkeepers, packers, etc. Craft workers make up another quarter of the 1.4 million communications service workers. Most of these are mechanics, repairers and maintenance workers. Only 14% are professional or highly technical workers, and they will be only 16% of the total by 1990.

"What's the reality?" he asked. "A future characterized by high-tech wizards who can communicate only among themselves and with machines? Or millions of ordinary workers who wear neckties or dresses to work, and do monotonous, stressful jobs while being closely watched and timed by modern electronic equipment

and overzealous supervisors. The latter, obviously. And these workers can be organized," he concluded.

We are told that by the year 2000, the majority of Americans will be working in service or information industries. Certainly, the prognostications being made by forecasting firms and the government indicate that trend. But high-tech industries will account for very few of the actual jobs. The majority of the new jobs in industry won't necessarily be highly technical. Most, in fact, will be performed by operatives, clericals, craft workers and technicians—the very crafts among which the Teamsters have always been strongest.

Admittedly, the introduction of robotics and other automation forces into factories creates some problems and results in unemployment.

It will be up to the Teamsters and other unions, facing these changes, to do as General President Presser has already done, seek a labor, business and government consortium to devise new ways of looking at and dealing with the problems of dying smokestack industries, excessive imports, problems with illegal aliens and the like.

We in the Teamsters are looking at not only organizing workers in our traditional industries, but going after those in the

public employee sector, the health care industry, anywhere workers need help. Delegates at our last Teamsters convention enacted a convention resolution voting to seek as members the space station workers as soon as they start on the job. After all, won't they be warehouse and dock people?

As the changes come, we will continue looking at retraining programs and other educational programs for our members. We will be ensuring that our young receive the top quality educations that make them literate, math ready and computer-proficient. Facing the challenges, and preparing our members to face those challenges, is one of the union's most formidable jobs right now. We don't plan to fail at it.

As any of the clerical personnel in any of our nearly 750 locals knows, the IBT itself rides the crest of the computer wave and has, since the early 1970s, when our own engineers conceptualized and created TITAN, the Teamsters Informational Terminal and Accounting Network. That system, which utilizes a satellite, is training anyone who inputs data into the system to deal with computers, to grasp the realities of today, and to welcome tomorrow without fear.

Today's youngster thinks nothing of programming a computer at school to do math problems or write a literature essay. Take away a secretary's word processor and she'd probably walk out on you. Living with the new technologies and harnessing them to produce a better life for our people is what the Teamsters Union is all about. We've done it before, and plan to do it again.

If there's a way to do things better, the Teamsters will be the union helping to find it. If workers need protection or support for their efforts, we'll be the place to go for help. When you're Number One, you really do try harder!

Airline Division Reports on Its New Directions

Airline Division Director William Genoese, reporting to officers of Teamster airline locals gathered for a recent series of strategy sessions in Florida, reported on the many new and positive approaches being taken by the union in the airline industry and assured affiliates the Teamsters' division has weathered the hard times, with better signs on the horizon.

During the week-long meeting, Genoese added a national note by having IBT headquarters personnel discuss recent changes in Washington and detailing progressive trends in the industry.

Foremost among the good news was the announcement that Teamsters working at Pan American airlines recently saw the second five percent of a 1981 wage cut restored in December, under an agreement worked out with the company. Under that historic pact, Pan Am workers had gained a voice on the board, a profit-sharing plan and an employee stock ownership plan, in return for the temporary wage restraint plan.

Under the Pan Am plan, any year the company makes a profit, workers will share in the result. Under the ESOP program, one of the first to be negotiated in our union back in 1981, Pan Am's 7,500 Teamster employees now own the largest single block of stock in the company, worth \$35 million at the time the pact was negotiated and now worth more than \$100 million.

With ESOP's growing in popularity, Teamster Local 2707 of California recently initiated its own plan with Western Air-



Officers from airline locals get status update from Div. Director Bill Genoese at Fla. session.

lines, with another one being eyed between the local and PSA.

Another hopeful sign on the horizon came at Braniff which, thanks to long-term successful negotiations between the Teamsters, other creditors and the company's backers, is slated to resume limited operations in March, 1984. While the company won't be as big as it was when it filed for bankruptcy, many former employees will be back on the job when the carrier resumes operations. The Teamsters will be doing everything possible to ensure the company's success.

While the outcome of the Teamsters' two election bids at Continental—one for fleet service employees and the other for passenger service employees—isn't known since a bankruptcy court issued a restraining order at Continental's request and the ballots were impounded, other contract negotiations are ongoing. These include talks or prospective talks with Northwest and US AIR. Airline Local 2707

recently enjoyed its own bargaining victories, including a National Mediation Board win for Flying Tigers flight instructors and a campaign among 40 Lockheed fuelers, who had formerly been affiliated with the Machinists.

Genoese reported that the Teamsters continue to work closely with the pilots at Continental Airlines, where Chairman Frank Lorenzo filed for bankruptcy in order to abrogate the company's union contracts. The research and political action arms of ALPA and the Teamsters are coordinating efforts in this area.

"With more than 100,000 unorganized workers in the airline industry and thousands more who are dissatisfied with doing nothing unions, there's a big job ahead," Genoese assured participants at the meeting. "We have been the leaders in organizing, negotiating the best contracts, servicing our membership and saving companies to preserve jobs," he added, "and we plan to stay on top."

Airline Local Wins \$1/4 Million Arbitration

What began as a simple complaint in court seeking a temporary restraining order against Western Airlines, claiming that certain furloughs had been the cause of contractual violations in connection with work subcontracted out by the company, recently resulted in one of the most complicated arbitrations Teamsters Local 2707 has ever been involved in, and a \$240,000 award to the members involved.

The case, first brought before a district court, was referred to the grievance procedure back in August, 1980, after the judge ruled the infraction was not a major dispute and refused the legal remedy being sought.

It would take until January 15, 1982 to get an initial award on that case from the hearing panel, and when the finding came down that Western Airlines, under a previous management team, had violated its union contract with the Teamsters, new complications were to ensue. The decision stated that work customarily contracted out was not properly identified as the union contract specified and that the list of that work that had been submitted to the union was "substantially in error." The order also contained strict and complicated rules to be followed by the company and union to ensure compliance, directed the company to pay the union \$10,000 to defray costs caused by the company's contractual breach, and called for a complete review of all records to determine what work had been sent out and under what conditions, along with establishment of a system to monitor future

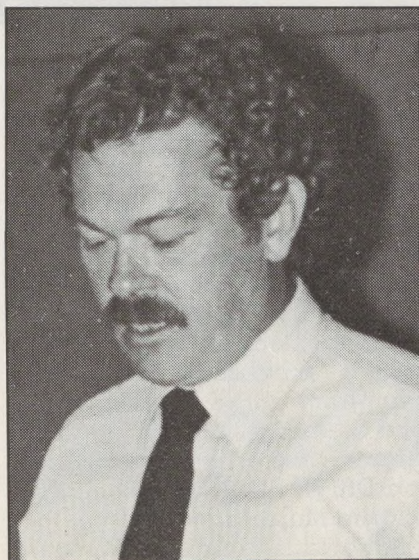
decisions to perform work either "in-house or to subcontract work that had been previously performed by bargaining unit employees."

Although the company initially refused to comply, agreeing to pay the union just days before a federal court appearance, real problems arose when efforts were made to comply with the orders. There were more than 100,000 potential "outside" vendor transactions that had to be analyzed. The company produced some 40,000 purchase orders. All had to be analyzed before the two parties could return to the arbitrator for a final decision on damages.

Kenneth Young, the union's attorney, presented the case before the arbitrator, with Local 2707 Business Representative Ray Benning assisting in all hearings and proceedings.

When the arbitrator issued his final ruling in October, 1983, it made all the complexities of the preceding three

Local 2707's Ray Benning announces decision.



years look simple. The issue: did the company violate the contract by sub-contracting out work that was customarily done by Western's maintenance? Based on the hundreds of hours of presentations and the accumulation of data gleaned from thousands of pieces of evidence by the local, he ruled that it, in fact, had.

Arbitrator Leventhal, in his opinion, noted that it would have been unfair to issue an arbitrary monetary award three years earlier without accurate facts about the employer's violations, but noted that the union in the interim had carefully substantiated its claims, providing him evidence on who the affected employers were, the extent of their loss, and the number of hours each one was out of work, among other issues.

His opinion stated, "... there is no question in my mind the union and certain of its members did suffer an economic loss as well as a procedural violation by the employer's failure to properly comply with the contractual provisions regarding subcontracting . . ."

With that came his ruling, which he took pains to note was unique in nature and non-precedential in subsequent proceedings between the parties. "Based upon the above, I assess as a liquidation damage payment an amount of \$240,000 to be distributed to the eligible grievants as set forth in Appendix A. The arbitrator also took pains to ensure the settlement would be made in installments in his decision, to impose no undue financial burden on the employer.

For the Local 2707 team, it was the end to a long, complex, hard-fought grievance. For the Teamsters, it's proof that while the union will negotiate toughly, but fairly, we also stand behind our contracts and what they stipulate, especially when members' rights are involved.

Sign of the Times: DRIVE Membership Is SOARING!

With the November, 1984 elections just a few months away, Teamsters Union members are reading the signs of the times and digging deep for DRIVE.

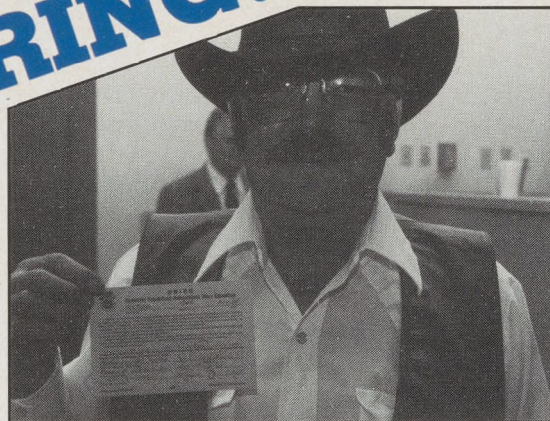
A little more than seven months ago, we in the Teamsters announced we wanted to revitalize DRIVE and make a major statement through our political action efforts in the important 1984 campaign races. The response to that call-to-arms has been astounding, with nearly one million dollars pouring into the Teamsters' coffers since then with which to support our candidates in the upcoming House and Senate races, and of course, the Presidential race later this year, once candidates have been picked.

Teamsters have realized recently that DRIVE truly is their voice in Washington, and that, if we want to have an impact on the legislation that is being enacted, we have to be a part of the political process in every sense—and that includes financial support of the candidates we want to win.

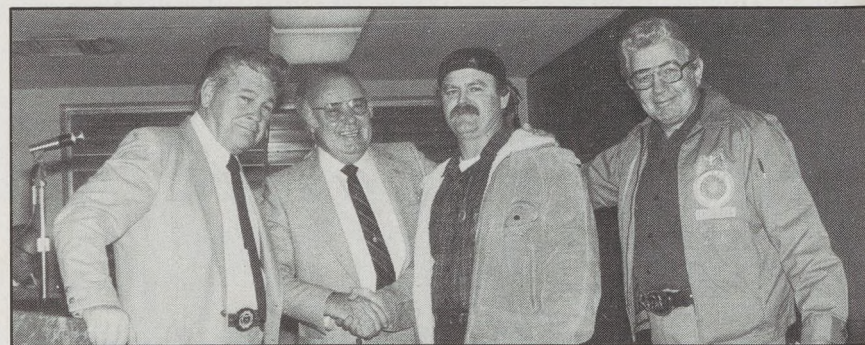
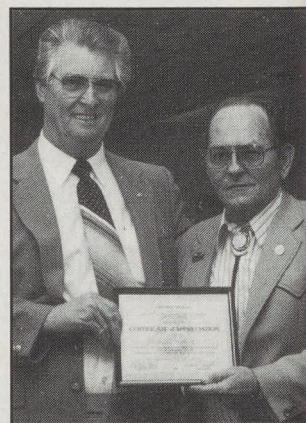
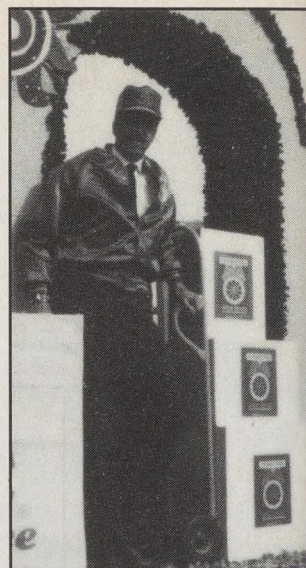
Several Teamster locals have really burst upon the scene in recent weeks, with major fundraising efforts to support DRIVE.

Perhaps most impressive has been the activity of Teamsters Local 745, down in Texas.

They say Texans never do anything small, and Local



The DRIVE membership card is what it's all about, as Local 745 Teamster Don Valentine, a Yellow Freight city driver, shows. Above, right, DRIVE's Fiesta Bowl entry. Charlie Haddock of Local 745, Local 657 President Raleigh Mull agree. "Times are changing fast; we need DRIVE today more than ever!" Shown below, from left, Local 896 S-T Guy Lewis, DRIVE Rep. T. Tommy Cutrer and B.A. Joe Close (far right) congratulate Charlie McDaniels for his donation.



745, with nearly 10,000 members, has really proved that.

Kickoff for their DRIVE campaign began January 10, 1984, when more than 800 Local 745 stewards and their wives gathered at the local for their annual stewards' dinner, a real Texas-style barbeque.

During the festivities, the Teamsters learned about the union's revitalized DRIVE program from DRIVE Director Wallace Clements, Governmental Affairs Director Paul Locigno and DRIVE Field Representative Charlie Murphy.

Politicians don't usually visit

the Teamsters Union hall, but for this event, Local 745 had invited area legislators, and not only U.S. Congressmen Kent Hance and Martin Frost attended, but so did 26 other dignitaries, including 12 area judges, representatives of the State Comptroller's Office, numerous state representatives, representatives of both the Democratic and Republican parties, and candidates for the sheriff and mayor's posts. And all this on a Tuesday night.

But the real news of the session came after the meeting. These Teamsters were so im-

pressed with the need for DRIVE and the impact we can have with a strong DRIVE program that, in the weeks following, they dug really deep. Some stewards, we are told, volunteered \$150 a year and more for DRIVE as the sign-up began. By mid-February, Haddock was reporting that the local's contribution would be way over \$100,000, things were going so well. Now, that's support!

While Local 745's contributions were spectacular, other Teamsters were just as enthusiastic about the cause.

The 1983 New Year's Eve Fiesta Bowl Parade featured a union float, portraying union members at work and bearing the slogan, "Celebrate the Union Label." Teamsters Local 104 Steward Gabe Gaboriault rode the float, representing our DRIVE program with a hand truck and boxes of freight bearing the Teamsters' logo, through the streets of Phoenix, garnering television time and recognition for the Teamsters.

As the DRIVE effort geared up in Southern California, Teamsters Local 896 Secretary-Treasurer Guy Lewis invited DRIVE representatives to address his membership, with that local kicking in \$4,000 right off the bat for the cause.

Interest in DRIVE keeps growing, and that means that come this fall, Teamsters will really be able to make a showing. Labor-backed candidates should provide better labor legislation. At least they'll understand our side of the issues.

As General President Presser noted in a personal thank-you note to a retiree and 40-year Teamster veteran who contributed \$100 to DRIVE recently, "The labor movement in this country has been steadily losing ground. This must stop. We in the Teamsters Union are making plans to help correct this. Our funds will be used to elect our friends and defeat our enemies in the United States Congress." Teamster contributions are helping to make this goal a reality!

Local 705 Welcomes Its Retirees

More than 1,800 pensioners were on hand recently as Teamsters Local 705 of Chicago hosted its 27th annual pensioners' meeting early in November of last year.

The capacity crowd of Midwest Teamster old-timers filled the ballroom at the Conrad Hilton Hotel, to hear addresses by IBT Department for Retiree Affairs Director Norman Greene, Local 705 Secretary-Treasurer Louis Peick and other guests on the dais.

Participants welcomed the news that the new IBT division is alive and well and look forward to getting involved in many of its activities in the months to come.



Local 705 Secretary-Treasurer and IBT V.P. Louis Peick welcomes retirees.

Local 705 signatory companies with the most drivers on pension were cited during the day, and included the Willett Company, with 105; Spector Freight Systems with 83; Lifschultz Fast Freight with 64 Local 705 retirees; C.W. Transport, with 53 union veterans collecting checks; and National Tea Company, with 51 on Teamster pension.

The five oldest pensioners from the local also merited special mention. They included 95-year-old Louis Ziering, South Shore Bedding; 93-year-old Nathan Bernstein, Illuminating Electric; 92-year-old Frank Becofske, National Gas & Oil; 92-year-old Joseph Spagnolo, National Tea Company, and the youngster, 91-year-old John Dix, P.A. Johnson.

It was reported at the meeting that, as of October 1, 1983, Local 705 officially had more than 4,662 active pensioners and eligible widows receiving benefits.

That is just one of the great things about being a Teamster, as Greene reminded them, during his time in Chicago. Those benefits keep on going, even after you retire.



B'NAI B'RITH Dinner's A Tribute To Presser

Teamsters General President Jackie Presser, making his first public appearance just four weeks after heart surgery, was honored as "Man of the Year" on December 10, 1983 by Teamsters B'nai B'rith Lodge 2201 of New York.

The testimonial dinner, which also celebrated the 25th anniversary of the Teamsters' lodge, brought together a host of Teamster officers, business, government and civic leaders from New York and throughout the country. More than 1,000 people turned out for the tribute to the Teamster leader and B'nai B'rith.

Presser, who also was awarded the Project Hope award for his outstanding community service during the gala, lauded the accomplishments of Lodge 2201 in his acceptance speech.

Having just visited Israel for the first time last year, Presser praised New York Teamsters and other Local 2201 members for their vigilant efforts to prevent anti-Semitism both nationally and internationally and for their strong support of Israel's independence.

He particularly commended the group's Project H.O.P.E. program, through which members give much needed help to the elderly and the indigent, and their B'nai B'rith Youth Organization program, which has been responsible for providing scholarships to assure higher educations for new generations. Both have been personal concerns and goals of the Teamster leader for many years.

A scroll honoring Presser's late father, William, was presented to the Teamster leader during the evening and it was announced that a grove of 1,000 trees will be planted in Israel as a living tribute to the late labor leader, who was so instrumental in founding the Teamster organization in Ohio.

Chairman for the event was IBT Public Employees Division Director Barry Feinstein, also president of Teamsters Local 237 and Lodge 2201. Honorary chairmen were IBT General Secretary-Treasurer Ray Schoessling and IBT Vice President and Eastern Conference Director Joseph Trerotola, who were joined by the four other Teamster Area Conference Di-

rectors as honorary co-chairmen and the remainder of the General Executive Board as honorary vice-chairmen for the gala. Senator Alfonse D'Amato, State Controller Edward (Ned) Regan, his city counterpart Harrison J. Goldin and Assembly Labor Committee Chairman Frank Barbaro were just a few of the public officials who attended to pay tribute to Presser



WELCOME BACK, BOSS!



The International Brotherhood of Teamsters' annual Christmas party was made a little brighter last year by the return of General President Presser from his recuperation period. Presser was on hand December 17, along with General Secre-

tary-Treasurer Ray Schoessling, to thank IBT staffers for their efforts and to exhort them to bigger and better things, in terms of service to the membership. As the faces here show, everyone was happy to have Jackie well and back on the job!



'ACT NOW!' Teamsters Urge at OSHA's EDB Hearings

Defending the interests of millions of Teamsters and their families isn't easy, but that's the job of the Teamsters Safety and Health Department.

For the past three years, the IBT department has been waging a David and Goliath battle against one of the most toxic substances workers can be exposed to on the job—Ethylene Dibromide (EDB).

That battle, which has been waged at both state and federal levels, came to a head in early February when Suzanne Kossan, the IBT's industrial hygienist, and two safety experts we use as consultants, went before an OSHA hearing board to challenge OSHA's lack of action on this health hazard, in the face of overwhelming evidence of EDB's danger and recent EPA actions to remove EDB from the foodstuffs we eat. The Teamsters, more than any other witnesses at the hearing, had every statement challenged by both the government panel and industry witnesses, but the facts remained. EDB is dangerous to American workers and must be removed from the occupational field, especially our warehouses and stores, to prevent workers from being jeopardized.

"As we sit, consumers are protected from EDB levels of 30 parts per billion (ppb) in ready-to-eat foodstuffs while workers may be legally exposed to EDB levels as high as 20,000 ppb without protection," Kossan said, opening a panel discussion by Teamsters' safety experts at the three-day hearing on proposed EDB standards.

Kossan was joined by Dr. Alvin Greenberg, a toxicologist, member of the California OSHA Standards Board and former staffer at California OSHA, the principal author of the excellent California EDB standard, which is much stronger than current national regulations. Also on the panel was Peter Belling, an industrial hygienist with the Workers' Institute for Safety and Health. Gerald O'Hara, a legislative representative of California Teamsters and another member of the California Occupational Safety and Health Standards Board, was slated to appear, but unable to make it, had Dr. Greenberg read his statement into the record.

In her testimony, the latest in the Teamsters' three-year long crusade to wipe EDB hazards from the workplace, particularly food warehouses, Kossan urged the agency to implement the Teamsters' January 3, 1984 petition and, at the least, enact an emergency temporary standard to reduce permissible workplace exposure levels to 15 ppb, 8-hour TWA.

Teamster witnesses, in citing objections to currently proposed standards, noted five major areas where the union considers OSHA's proposal inadequate.

These included: the permissible exposure limit (PEL), the methods of compliance, regulatory protection, exemption of wholesale and retail foodstores and medical surveillance provisions.

Perhaps one of the most cogent questions of the day came from Dr. Greenberg, who in his testimony asked, "Where have

you been the past two and one-half years? While California has acted to protect workers, your inaction since 1981 has led to the unnecessary placing of tens of thousands of workers at risk to the adverse health effects of EDB."

Dr. Greenberg urged OSHA to enact a standard that will prove "both protective and practical." He encouraged establishment of a standard that, like California's program, would prove economically feasible, but at the same time would protect workers now being placed at risk by the delays in implementation of a standard. "Adverse reproductive effects, cancer, or liver and kidney damage as a direct result of exposure to EDB" were some of the threats enumerated by Dr. Greenberg in his extensive testimony on the dangers from this carcinogen, based on prevailing medical evidence.

He noted O'Hara's comment as a member of the California Occupational Safety and Health Standards Board, that "CAL-OSHA maintains (safe) levels by requiring a written shipping plan, warning labels, and routine monitoring to protect workers during packing, shipping and unloading."

"The Teamsters believe that workers at all levels of the produce distribution chain, from fumigation to retail sales, must be protected from exposure to EDB," Kossan said, on behalf of the Teamsters. By making strong protections available under OSHA's regulations, Kossan noted, both workers and consumers will be safer. Getting OSHA to act, effectively and now, is the Teamsters' goal.

Protections for Tire Handlers

The Occupational Safety and Health Administration has revised its standard for servicing multi-piece rim wheels found on large vehicles to add requirements for single piece rim wheels serviced by 322,000 workers across the country. The standard becomes effective March 5, 1984.

Under the standard, workers at 102,000 workplaces—primarily retail gasoline stations and garages—will be protected by barriers and restraining devices. The workers also will receive training in safe handling of potentially explosive rim wheels.

"We applaud OSHA's action on rim wheel servicing," said IBT Safety and Health Director R. V. Durham. "This will greatly reduce the number of temporary disabilities and deaths incurred by our members in vehicle servicing."

The new requirement covers single piece rim wheels used on trucks, trailers, buses and

other large vehicles; servicing performed in agriculture and construction is not covered by this standard. Rim wheels on automobiles, pick-up trucks and vans are excluded.

Approximately 15 to 20 percent of large vehicles now use single piece rather than multi-piece rim wheels. About 50 percent are expected to use single piece wheels by 1990 because the radial tires used with them get better mileage. Radial tires are best suited for vehicles traveling long distances over the road.

Accidents occur most frequently when the pressurized air in a tire is suddenly released while the tire is being inflated or while someone is welding the wheel rim. The problem can often be traced to the following: mismatched wheel and tire; damaged components; failure to restrain wheel components; welding on the wheel, or improper mounting of the tire on the wheel.

Lung Cancer Study

Data collection for the National Institute for Occupational Safety and Health Lung Cancer Study of Teamster members will begin in March, 1984. With the assistance of Central States Pension Fund staff, NIOSH investigators will examine the death certificates of approximately 6,000 Central States Teamsters who have been union members for more than 10 years and who have died between 1981-83. The purpose of the study is to determine the risk of lung cancer among Teamster members, many of whom are truck drivers. The study will control for smoking and will attempt to assess whether diesel fumes are associated with lung cancer.

Historical diesel exposures will be reconstructed from current diesel exposure data being collected with the cooperation of Local 100 members.

On December 12, 1983, the death certificate study protocol was commendably reviewed by scientists from NIOSH, NCI, University of California, business and labor. The protocol for the industrial hygiene study of diesel exposure of Teamster members will be critiqued within the next few months. The industrial hygiene protocol is critical to determining whether any risk of lung cancer may be linked to diesel exposure. The NIOSH study is expected to be completed in two years.

IBT SHIELD

SAFETY
AND
HEALTH
IS
EVERYONE'S
LEGITIMATE
DEMAND

Dioxin Exposure At St. Louis Truck Terminals

An initial health survey of Teamster members employed at dioxin contaminated truck terminals in St. Louis has been conducted by the National Institute for Occupational Safety and Health (NIOSH).

Nearly 200 workers were interviewed using a medical screening and work history questionnaire. NIOSH planned in February, 1984, to interview additional workers who worked at the terminals from 1971-1981. Using information from the questionnaire interviews, NIOSH will design a study to follow-up exposed workers who may develop medical problems in the future. The questionnaire will serve, as well, to determine which workers will receive more intensive study in terms of physical examinations and laboratory tests.

Clean-up of the contaminated St. Louis "truck terminals" remain stalled as USEPA and terminal management have failed to reach agreement on the scope of the clean-up.

OSHA Hazard Communication Standard

On November 25, 1983, OSHA issued a "Hazard Communication" ("Right to Know") rule which requires manufacturers to train, label and supply information to workers handling hazardous materials in manufacturing workplaces. While on the surface the rule looks like it will serve to alert workers to the harmful effects of hazardous chemicals, the rule has many loopholes which undermine its effectiveness.

The rule has drawn much criticism from labor, including the IBT, which is currently filing a "friend of the court" brief in the lawsuit *United Steelworkers of America v. Thorne Auchter*, challenging the standard.

The IBT has the following concerns with the standard:

1. The rule exempts workers in industries such as transportation, construction, wholesale trade and service from receiving chemical information, labeling and training. The IBT maintains that workers in all industries should be protected.

2. The rule states that it will preempt more stringent "right to know" laws on the books in 16 states which offer protection to workers in these industries. The IBT supports the most protective standards.

3. The rule has permissive language on the disclosure of trade secrets which will, in effect, allow employers to indiscriminately withhold information on chemical identities from workers. The IBT believes that full disclosure of chemical identities is needed.

Emergency Standards Issued on Asbestos

On November 4, 1983, OSHA issued an Emergency Temporary Standard for asbestos, reducing the allowable limit for exposure to the hazardous chemical in the workplace from 2,000,000 fibers per cubic meter of air (f/m³) to 500,000 f/m³.

Scientific studies have conclusively shown that asbestos causes cancer and asbestosis in humans. Asbestos material is commonly found in building and construction products and some vehicle brake linings and clutch facings. Asbestos poses an inhalation hazard to workers who spray, cut, abrade, strip and remove these materials.

Seventy-five (75) percent of all asbestos products are used in the construction industry. Construction workers, therefore, are at an increased risk of asbestos related disease from contact with these materials. For this reason, the IBT has joined other labor groups in petitioning OSHA for a separate asbestos health standard for the construction industry. The IBT believes that the unique features of construction operations warrant unique protections for workers exposed to asbestos.

In addition to a separate construction standard for asbestos, the IBT is committed to a strong asbestos standard for workers in general industry. The IBT seeks an asbestos standard which limits allowable levels in the workplace to 100,000 fibers per cubic meter of air, requires employee training, establishes medical surveillance procedures and engineering and work practice provisions for controlling workplace asbestos levels.

Durham Named to Advisory Posts

R.V. Durham, Director, IBT Safety and Health Department, has been named to serve on two national advisory committees: the National Advisory Committee on Occupational Safety and Health (NACOSH) and the National Driver Registration Advisory Committee (NDR).

Durham was appointed by Secretary of Labor Raymond Donovan as one of two labor representatives on the 12-member NACOSH panel. The panel consults with and makes recommendations to the Secretary of Labor on administration of the Occupational Safety and Health Act.

Secretary of Transportation Elizabeth Dole appointed Durham to the 15-member NDR Ad-



visory Committee, which advises the department on developing new systems to identify drivers whose licenses have been suspended or revoked as a result of serious driving violations.

Durham's appointments will give the IBT an effective voice in safety and health regulatory matters and in efforts to improve the Driver Register System.

CONSUMERS CORNER

The credit card business is never busier than during the holiday and after-holiday shopping season. Unfortunately, so are credit card thieves. The multi-billion dollar credit card industry is fertile soil for credit crime. An estimated \$1 billion in fraud loss is suffered by credit card companies and consumers.

Treat your credit card as you would cash. Don't let it out of your sight. Take special precautions when handling and carrying your cards. Women can guard against theft by carrying credit cards at the bottom of their purses. Men should carry wallets inside their jackets and not in their hip pockets.

Federal law limits a consumer's liability to \$50 on purchases made on credit cards reported lost or stolen. Despite this limited liability, many banks and department stores offer credit card insurance to cover lost or stolen cards. These services, offered through various credit card insurance outfits, allow subscribers to register all their cards with them.

A toll-free number is provided so consumers can report lost or stolen cards 24 hours a day. The service then contacts every firm that issued the cards to end consumer liability. Additional services such as emergency cash, or airline tickets loaned to stranded travelers are sometimes available.

Due to limited liability, the service isn't essential but it may be worthwhile if you carry several cards. The single call feature is desirable since looking up the card numbers and contacting each issuer may take time, especially if your loss was incurred far from home.

For those holding one or two

cards, however, the \$12 to \$25 yearly fee may not make sense. Most credit card issuers have 24 hour hotlines, so contacting them yourself is not difficult. Speed is the essence, though. If you contact the company or bank before an unauthorized charge is made, you won't be held liable for any purchase.

In order to report a theft or loss quickly, keep a list of all your credit cards, their account numbers, credit limits, dates of expiration and family members authorized to use the card along with the toll-free number you have to call. Be sure to follow up your calls with a letter.



If you find a charge on the monthly statement that doesn't belong there, contact the card issuer by letter. State your name and account number, the amount of the charge and the description of the items purchased and the date the charges occurred. The billing may be an error, or someone may have found your credit card number and used it to make an illicit mail order purchase. Some credit card scams center around counterfeit cards using actual names and numbers lifted off discarded receipts. Disputed charges do not

have to be paid until the bill is corrected.

The temptation to spend now and pay later is strong. With a wave of the plastic wand, gifts and merchandise can instantly be yours. The American Express Company has some tips for using credit responsibly:

- Use credit for convenience or emergencies, not to buy something you really can't afford.

- Don't accept more credit than you need. The temptation is always there to use it. Also, unused credit is sometimes counted against you as a debt when you apply for a loan.

- Don't let minimum monthly payments entice you into charging unnecessary things. Consider the interest rates you will be paying on those items.

- If your monthly payments on installment debt equal more than 20 percent of your net monthly income, you should seriously review the way you use cards.

- Keep careful records of your purchases on all cards. No matter how small, they can add up.

- Watch for changing credit policies that make credit more costly (e.g. higher finance charges or shorter interest-free "grace periods").

When shopping around for a bank credit card, compare fees. They usually range from \$15 to \$30. Also compare the Annual Percentage Rates on finance charges. Try to time your credit card purchases. Purchases made just after the closing date of the account won't show up until the second bill follows. Generally, consumers have from 25 to 30 days to pay their bills. By waiting until almost the last day, you get additional time.

DRIVE

The Pathway to Teamsters' Futures

From City Hall to the County Council, the State Legislature to the halls of Congress, decisions are being made every day that affect Teamsters and other Americans in every facet of their lives.

DRIVE (Democrat, Republican, Independent Voter Education) is the political strength of the Teamsters. It gives us a voice in the decision-making and a foot on the road to success as a partner in the political process.

The pathway to labor security, and your own family's security, depends on the legislation being enacted. Our rights, after all, aren't just determined by big jobs bills or Social Security program changes. They can be dramatically affected by all

the little amendments being passed every day that could threaten our safety and health protections, undermine our Davis-Bacon rights, or hamstring us on the picket line or at the bargaining table.

DRIVE gives you access, a foot in the door, a chance to be heard in the political process—to make your wants and needs known!

But, to function, DRIVE needs funds. Your \$5 or \$10 voluntary contribution, or dues checkoff, could mean the dif-

ference on some key vote down the road. If a legislator knows us and knows our concerns, he or she is more likely to care about our needs.

Return your DRIVE coupon today. It could be the best investment in your family's future you make this year.

DRIVE—Democrat Republican Independent Voter Education

Classification

Local Union #

Date

I subscribe, freely and voluntarily, the sum indicated below each year to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less, or nothing, without benefit or disadvantage.

I further hereby authorize my employer to deduct from my earnings the sum indicated below each year during any payroll period to be remitted to National DRIVE.

I reserve the right in accordance with the applicable state or federal laws to revoke this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.

Suggested voluntary contribution:

____ \$25 ____ \$50 ____ \$100 ____ Other

A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463.

Name of Company—Please Print

Name—Please Print

Social Security Number

Address

City

State

Zip

Signature

American Workers Made Teamsters Number One . . . And American Workers Are Going To See That We Stay There

Teamsters have always been at the forefront of the labor movement, expanding their horizons and going after new organizing vistas. Today, high tech industries represent another new organizing frontier.

As optical communications, computer technologies, genetic engineering, industrial robotics, advanced aerospace and applications laser technologies and expanding opportunities for word processors and other clerical and office personnel, began taking center stage in the 1970s and 1980s, Teamsters moved into these key areas. In the 1990s and on into the 21st century, we plan to be

very much a part of the scene.

We are getting ready for these new growth industries, helping our members retrain for new work opportunities and are actively involved in

organizing various high growth fields. The International Brotherhood of Teamsters plans to be the union to reckon with in the space age America of the 21st century, just as it has been in the 80 years preceding.

**Teamsters Stay
on Top Because
We Care About
Organizing.**

